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ETHNIC PARTICIPATION AND LANGUAGE USE
IN THE PUBLIC SERVICE OF NEW BRUNSWICK


by

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Professor of Political Studies
Queen's University

A Study Prepared for the Royal
Commission on Bilingualism and Biculturalism

February, 1966



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No.	Description	Amount
1	Jan 1 Balance	100.00
2	Jan 10 Cash	50.00
3	Jan 15 Cash	25.00
4	Jan 20 Cash	10.00
5	Jan 25 Cash	75.00
6	Jan 30 Cash	30.00
7	Feb 5 Cash	40.00
8	Feb 10 Cash	20.00
9	Feb 15 Cash	15.00
10	Feb 20 Cash	60.00
11	Feb 25 Cash	35.00
12	Feb 28 Cash	10.00
13	Mar 5 Cash	55.00
14	Mar 10 Cash	25.00
15	Mar 15 Cash	15.00
16	Mar 20 Cash	45.00
17	Mar 25 Cash	30.00
18	Mar 30 Cash	10.00
19	Apr 5 Cash	65.00
20	Apr 10 Cash	20.00
21	Apr 15 Cash	15.00
22	Apr 20 Cash	40.00
23	Apr 25 Cash	30.00
24	Apr 30 Cash	10.00
25	May 5 Cash	50.00
26	May 10 Cash	25.00
27	May 15 Cash	15.00
28	May 20 Cash	45.00
29	May 25 Cash	30.00
30	May 30 Cash	10.00
31	Jun 5 Cash	60.00
32	Jun 10 Cash	20.00
33	Jun 15 Cash	15.00
34	Jun 20 Cash	40.00
35	Jun 25 Cash	30.00
36	Jun 30 Cash	10.00
37	Jul 5 Cash	55.00
38	Jul 10 Cash	25.00
39	Jul 15 Cash	15.00
40	Jul 20 Cash	45.00
41	Jul 25 Cash	30.00
42	Jul 30 Cash	10.00
43	Aug 5 Cash	65.00
44	Aug 10 Cash	20.00
45	Aug 15 Cash	15.00
46	Aug 20 Cash	40.00
47	Aug 25 Cash	30.00
48	Aug 30 Cash	10.00
49	Sep 5 Cash	50.00
50	Sep 10 Cash	25.00
51	Sep 15 Cash	15.00
52	Sep 20 Cash	45.00
53	Sep 25 Cash	30.00
54	Sep 30 Cash	10.00
55	Oct 5 Cash	60.00
56	Oct 10 Cash	20.00
57	Oct 15 Cash	15.00
58	Oct 20 Cash	40.00
59	Oct 25 Cash	30.00
60	Oct 30 Cash	10.00
61	Nov 5 Cash	55.00
62	Nov 10 Cash	25.00
63	Nov 15 Cash	15.00
64	Nov 20 Cash	45.00
65	Nov 25 Cash	30.00
66	Nov 30 Cash	10.00
67	Dec 5 Cash	65.00
68	Dec 10 Cash	20.00
69	Dec 15 Cash	15.00
70	Dec 20 Cash	40.00
71	Dec 25 Cash	30.00
72	Dec 30 Cash	10.00
73	Total	2500.00

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PREFACE

This study is one of the public service studies commissioned by the Royal Commission on Bilingualism and Biculturalism, under the supervision of Dr. Meyer Brownstone. Its object is to present a description and analysis of ethnic participation and language use in the civil service of the Province of New Brunswick. The actual terms of reference are cited in Appendix 1. After a preliminary survey by interview of key persons in the public service, it became clear that any comprehensive and accurate report would have to be based on a questionnaire survey of the public service. Accordingly I arranged to meet Premier Louis J. Robichaud, who graciously consented to permit me to circulate questionnaires among the members of the public service on the question of ethnicity and language use. He referred me to Mr. Charles A. Murray, Chairman of the Civil Service Commission who was very helpful indeed. He made considerable information available relating to the New Brunswick civil service, and gave much useful advice about the service to help in the setting up of the questionnaire. Also he arranged an interview with the members of the executive of the Civil Service Association of New Brunswick, Inc. On Monday, February 1st, 1965, I met Messrs. G. L. Miller, the executive secretary, Dr. R. S. Langstroth, first vice president, Mr. John M. Casey, second vice president, Mr. Hector J. Fournier, immediate past-president, and Messrs. R. H. Sweet, J. Charles Savoy, and P. D. Saab, executive members of the Civil Service Association of New Brunswick, Inc. Speaking as the executive of the Association, these gentlemen agreed to assume responsibility for circulating the questionnaires, explaining them

to the civil servants, and returning them to me. It was understood that members of the civil service would be free to answer or not answer the questionnaires as they chose. It is most encouraging that a very large percentage of the members of the service in fact chose to complete the questionnaire.

I also spoke to the Honorable D. A. Riley, then Chairman of the New Brunswick Electric Power Commission. He kindly consented to have the questionnaire circulated among the employees of the Commission. Mr. R. A. Tweedale, General Manager of the Commission, and Mr. Hazen Gorman, personnel officer, were very helpful in arranging for the questionnaires to be circulated among the employees of the Commission. Mr. Robert G. Jones, Chairman of the Workmen's Compensation Board of New Brunswick, agreed to have the questionnaires circulated among the Board's employees and returned to me. All 105 were duly completed and returned. Dr. Claude Bursill of the New Brunswick Research and Productivity Council kindly agreed to circulate the questionnaire among the employees of the Council and return them; and Dr. Fred J. Gormley of the New Brunswick Development Corporation did the same for the Corporation. I extend my thanks to all of these gentlemen and those who helped them.

The questionnaire was prepared with the advice and assistance of Mr. John Johnstone, senior study director, National Opinion Research Center, University of Chicago, and Dr. Jean Fortier, the statistical consultant for the Royal Commission on Bilingualism and Biculturalism. My French translation of the questionnaire was checked and improved

by Professors Gerard Bessette of Queen's University, and R. Whelan of the University of New Brunswick. The printed questionnaire is identical in French and in English; however, there is a mimeographed addendum to the French questionnaire which asks the respondent when he uses French on the job. Clearly it would be absurd to ask English-speaking civil servants if and when they use English, since this is the normal and prevailing language of the service.

Some of the terms in the text should be defined: official language is taken to be the language presently used in the home. Mother tongue is the language spoken in the home as a child. Respondents were considered to be bilingual if they said that they spoke French fluently. Therefore those people who indicate that they know hardly a word of French, or only a few French words or phrases but really cannot speak French at all, and those who can speak a little French but not enough to carry on a complete conversation are considered English unilingual. Correspondingly, if they answered the questionnaire in French, French unilingual.

The distribution and collection of the questionnaires, a very considerable task, was undertaken by the Civil Service Association of New Brunswick, Inc. I am particularly grateful for the help of Mr. G. L. Miller, the executive secretary. He arranged for meetings of the team captains in Perth, Fredericton, Saint John, Moncton, Bathurst and Campbellton. I addressed these groups, giving them instructions and advice relating to the administration of the questionnaire. They in turn distributed the questionnaires to the persons for whom they were

responsible and returned them to Mr. Miller in Fredericton. He assembled them and shipped them to the offices of the Commission in Ottawa.

In Ottawa the questionnaires were checked and collated by the clerical staff of the Royal Commission on Bilingualism and Biculturalism, under Mr. K. Harlan Brown, to eliminate any obvious inconsistencies. Then answer sheets from the questionnaires were processed by computer under the direction of Dr. Jean Fortier. By means of the computer, the replies to each question were collected, totalled, converted to percentages, and tabulated according to various categories such as department, location, ethnic origin, occupation, salary, language capability, etc. These tabulated data, in the form of some 400 tables, were then forwarded to me for interpretation and presentation.

In the next stage, the analysis proper, the data were examined and sorted in order to obtain a statistical picture of the ethnic participation and language use in the public service of New Brunswick. The data were further examined to determine where meaningful relationships existed between the many variables. Relationships between salary level and ethnic origin, or between language capability and occupational level, etc. were scrutinized.

The tables in this report are presented in percentages to facilitate comparison (see Table P-1). Since the proportion of replies was very high, all percentages were computed on the basis of actual replies received. This procedure, of course, ignores those persons who failed to return a completed questionnaire, but, in terms of a percentage of the total civil service, this group is not large. Where

Table P-1

Questionnaire Reply Rates

<u>Department</u>	<u>Number of Employees</u>	<u>Number of Returned Questionnaires</u>	<u>%</u>
Agriculture	157	143	91.1
Attorney-General	157	118	75.2
Civil Service Commission*	14	54	100.0
Education	428	357	83.4
Finance and Industry	121	120	99.2
Fisheries	20	16	80.0
Health	1564	1179	75.4
Labour	72	63	87.5
Lands and Mines	403	362	89.8
Municipal Affairs	22	20	90.9
Liquor Control Commission	454	338	74.4
Premier's Office	7	7	100.0
Provincial Secretary	204	158	77.4
Public Works	607	443	73.0
Youth and Welfare	<u>96</u>	<u>71</u>	<u>74.0</u>
Total Civil Service	4326	3449	79.7
<u>Other Agencies</u>			
New Brunswick Electric Power Commission	1157	982	84.9
New Brunswick Develop- ment Corporation	7	6	85.7
New Brunswick Research Productivity Council	19	19	100.0
New Brunswick Workmen's Compensation Board	<u>105</u>	<u>105</u>	<u>100.0</u>
Total Other Agencies	<u>1288</u>	<u>1112</u>	<u>86.3</u>
Total	5614	4561	81.2

*Unreliable, see text, p. 29.

it becomes significant is in the smaller departments, agencies, language groups, etc. where a single individual represents a high percentage of that particular group. In these cases the accuracy of the results would be reduced by the number of unreturned questionnaires. Fortunately, the reply rate for the smaller agencies and departments was either 100 per cent or very close to 100 per cent: the results should be very accurate relating to them.

The accuracy of results will, of course, be affected by misinterpretation of the questions. In only one or two areas, however, is there obvious reason to doubt some of the replies. The most conspicuous anomaly appeared in the replies to the question: "In which department or agency do you work?". 54 persons indicated that they were employed in the Civil Service Commission when in fact it employs only 14 persons. Here, it is very probable that about 40 persons confused the Civil Service Commission with the civil service itself. Therefore, the results relating to the Civil Service Commission should not be accepted with any degree of confidence.

Also one must question the very large number of English unilingual civil servants who indicated that they had studied French since leaving school. The results here conflict with my findings in personal interviews. It is possible that some persons who indicated that they had studied French had done so in school when the question referred to such study since leaving school.

All tables presented in the report are explained in the relevant sections of the text, but where difficulties of interpretation may

arise further explanations are given in footnotes to the tables. In some cases where percentage figures might be misleading absolute figures are included.

In order to be assured of an accurate picture of the Civil Service of New Brunswick I undertook several trips to the province to interview civil servants both in Fredericton and in regional locations. I interviewed all of the deputy ministers, several of the departmental personnel officers, and administrative assistants, and several of the ministers of the Crown as well. In addition, I interviewed civil servants at various levels of the service. I visited all of the French-speaking counties, all of the mixed counties and all of the major cities of the province. I am very grateful to the members of the New Brunswick public service who were good enough to explain to me the language use pattern as they encountered it. I received full co-operation from everyone to whom I spoke. There were literally no refusals.

I should like to express my appreciation to Dr. Meyer Brownstone for his assistance and advice, to Dr. Jean Fortier who gave useful advice from the preparation of the questionnaire to the assembly of the data, and who directed the computer work and prepared the tables for analysis. Mr. John Treddenick rendered valuable service in analyzing the computer tables. My wife undertook a research trip, and helped in many other ways as well. I am, of course, responsible for the form and faults.

Hugh G. Thorburn.

CHAPTER I

THE STRUCTURE OF THE SERVICE

There are fifteen departments in the New Brunswick Civil Service, each under a Minister and Deputy Minister with the exception of the Civil Service Commission and the Liquor Control Commission. The latter two come under a permanent chairman and board. There is one case where two departments, each with its own deputy minister, come under a single minister; this is the case of the Department of Finance and Industry. Generally speaking the departments parallel those of other provincial civil services elsewhere in Canada. For purposes of convenience of analysis, it seems appropriate to divide the departments into three categories: those concerned with law enforcement and supervision, those rendering service to the community, and those rendering service to the citizens. In the first category (those concerned with law enforcement and supervision) are the Departments of Attorney-General, Provincial Secretary, Finance, and the Civil Service Commission. In the second category (those rendering service to the community) are the Departments of Public Works, Municipal Affairs, Education, Lands and Mines, and Labour. The last category (those rendering service to the citizen) includes the Departments of Health, Youth and Welfare, Agriculture, Fisheries, Industry, and the Liquor Control Commission.

Like public services elsewhere in the country, the New Brunswick Civil Service has expanded rapidly in recent years. As the community has grown in numbers and increased in wealth it has been able to undertake an enlargement of public services and a general modernization of the structure

of the Civil Service. In the past decade the number of departments has grown from twelve to fifteen and the number of civil servants employed has grown from 2,600 to over 4,300. This increase in the numbers of civil servants reflects a general expansion plus the fact that some jobs not previously under the Civil Service Act have in recent years been brought in to give security of tenure to more public servants.

A. Departments Concerned with Law Enforcement and Supervision

1. The Civil Service Commission

Prior to 1943, civil servants were hired by the respective departments without the intervention of any agency of the government to make certain that they were properly qualified for their jobs. Inevitably this meant that many positions were filled simply on a patronage basis. Also, security of tenure was not fully guaranteed in that period. To rectify this situation, the legislature amended the Civil Service Act to provide for a Civil Service Commission or government personnel agency, with a permanent chairman and two part-time commissioners.

The chairman enjoys great security of tenure. He is "removable for cause by the Lieutenant-Governor in Council upon an address in which two-thirds of the Legislative Assembly concur"¹. The Commission's duties are to: "test and pass upon the qualifications of candidates for admission to, and transfer and promotion in, the Civil Service...; of its own motion to investigate and report upon the operation of this Act and upon the violation of any of the provisions thereof...; to report...upon the

1. The Civil Service Act, Revised Statutes of New Brunswick, 1952, Chapter 29 with amendments to September 1, 1964, printed in Civil Service Digest, September 1964, Fredericton, N.B., Sec. 6, hereafter cited as Civil Service Act.

organization or proposed organization of any department of the Government service and any portion of the Civil Service; to classify the different positions in the Civil Service; to arrange for the transfer of super-²numeraries. The Commission has fourteen employees.

The Commission's major responsibility is the examination of applicants for civil service jobs. When competitions are announced each applicant is tested and graded, and those who qualify are placed on an eligibility list from which the relative minister, deputy minister, or bureau chief selects the person to be appointed. The tests are related to the nature of the work to be performed. After the results have been compiled, the applicants who have attained a passing grade are usually interviewed by a board of three persons: one from the Commission and two from the department to which the appointment is to be made. One of these is normally a technical specialist in the required field, and the other a senior executive officer. This board ranks the candidates in order of preference. However, the person appointed is not necessarily the one in first position. The selection is at the discretion of the minister or his deputy, but is made from the eligibility list.

Other duties of the Commission consist of: preparing feasibility studies for proposed reforms, e.g., in 1963-64 the probable effects of implementing a forty-hour week throughout the service were examined; the preparation of proposed regulations under the Civil Service Act; the transfer of employees from parts of the service where they are no longer

2. Ibid. S.9.

required; the study and revision of pay schedules, classification schedules, etc.; the development of new recruitment and examination procedures; and many other tasks relating to civil service personnel. In the year 1963-64, two French-speaking personnel technicians were appointed.

2. Department of Provincial Treasurer

This Department comes under the same Minister as the Department of Industry, but it functions separately under its own Deputy Minister. Its task, of course, is the budgetary planning and administration for the province. In personnel it is small, (just over one hundred persons), but it is the nerve centre of the entire Civil Service. It prepares the annual budget of the province, and supervises the expenditure of public funds. Also it initiates plans and undertakings for the economic development of the province. It prepares the Public Accounts of the province - the detailed report of the financial undertakings of the government.

3. The Department of Provincial Secretary

The Department of Provincial Secretary is the sixth largest of the departments employing 204 people, 132 males and 72 females. Essentially³ it is a tax collection and licensing agency. It is divided into four

3. The following acts are administered by the Department: Auctioneers License Act, Collection Agencies Act, Companies Act, Constables Act, Corporations' Securities Registration Act, Early Closing Act, Elections Act, Fishermen's Union Act, Foreign Residents' Corporation Act, Gasoline Sales Act, Great Seal Act, Hotels Act, Inn-keepers Act, Local Improvement Associations Act, Limited Partnerships Act, Motor Carrier Act, Motor Vehicle Act, Partnership Act, Partnerships Registration Act, Pre-arranged Funeral Services Act, Peddlers Act, Public Accommodations Act, Public Utilities Act, Real Estate Agents Licensing Act, Security Frauds Prevention Act, Signs Act, Social Services and Education Tax Act, Theatres, Cinematographs and Amusements Act, Tobacco Tax Act, Trust Companies Act, Trust Companies Licensing Act, Trustees Act. Annual Report, 1964, Department of Provincial Secretary, Fredericton, N.B.

major divisions as shown in Appendix 3. Much the largest comes under the Motor Vehicle Director for whom two-thirds of the employees of the Department work. The Tax Administration Director employs 19 persons, the Travel Bureau 17 and the Tax Auditor 29. In addition there are four boards - the Censor Board, the Public Utilities Board, the Security Frauds Prevention Board and the Motor Carrier Board, all of which together employ nine persons. The 1964 Annual Report shows that the Department collected over thirty-five million dollars in revenue and spent only about one million dollars. Forty-eight per cent of this revenue came from the Social Service and Education Tax (the provincial name for the Sales Tax), sixteen per cent from taxes on motor vehicles, five per cent from the tobacco tax. About two-thirds of the Department's employees are in the Motor Vehicle Branch. It issued above 380,000 registrations and licenses through twelve agency offices and twelve offices staffed by Department personnel. To enforce the highway laws the Department maintains a staff of uniformed highway patrolmen who augment the services of the R.C.M.P. There are fifteen traffic inspectors. To enforce a highway weight restriction there are five full-time and two part-time weighing stations in operation on the main highways which employ a staff of 21 full-time and five part-time employees. In addition the department enforces the Gasoline Sales Act which seeks to prevent the illegal use of tax exempt fuels.

Under the Highway Safety Co-ordinator there are 19 driver examiners operating from 35 examining stations throughout the province. This division carries out the highway safety programmes such as the child traffic safety programme "Elmer the Elephant", and the "Bicycle Safety" programme.

The tax administration branch is a relatively small one, employing only nineteen persons. It administers the collection of the Gasoline Sales Tax, the Social Service and Education Tax, the Tobacco Sales Tax and the Theatres, Cinematograph and Amusements Tax. There is a tax audit branch which employs 29 persons and carries out audits throughout the province. In the last year there were 7,800 audits conducted under an audit director and three audit supervisors with headquarters in Fredericton, Moncton and Saint John.

The New Brunswick Travel Bureau comes under the Department of Provincial Secretary. It employs seventeen persons. It is essentially an advertising and tourist promotion undertaking. Besides a central office in Fredericton, it operated summer "outpost" bureaus at points of entry to the province. The bureau disseminates up to a million pieces of travel literature and answers about a hundred thousand mail inquiries. It conducts an inspection of hotel accommodation and picnic camping and tenting sites.

In addition to these four major branches, four special boards come under the jurisdiction of the Department. The Motor Carrier Board licenses commercial vehicles transporting goods and persons within the province. The Board consists of five members, one of whom is the Deputy Provincial Secretary.

The administrator of the Security Frauds Prevention Act reports to the Provincial Secretary. He collects fees from the Security issuers and from non-resident salesmen and maintains an up-to-date list of registered brokers, salesmen and security issuers. The Board of Commissioners of Public Utilities also reports to the Provincial Secretary. It supervises all public utilities, sets rates and investigates complaints and

hears applications for authority to issue stocks, bonds and debentures to the public. Also it is empowered to investigate commercial practices and marketing conditions in any trade or industry and where necessary, to regulate them. The Censor Board also reports to the Provincial Secretary. This is concerned with the viewing and censoring of motion pictures. It employs six persons.

4. The Department of Attorney-General

This is also a small Department with 157 employees, 89 male and 68 female. Its activities extend over several legal areas. Its branches are: General Administration, Insurance Branch, Supreme Court Registrar's Branch, County Magistrate's Branch, County Registry Offices, Fire Marshal's Branch, Probation and Parole Division, New Brunswick Central Reformatory, New Brunswick Training School. The Insurance Branch is simply the office of the superintendant of insurance for the province. The Court and Magistrate's Branches, of course, are the facilities for the courts which are the responsibility of the provincial government to maintain. The County Registry Offices are the offices in which the deeds and titles to real property are kept for reference purposes. The Fire Marshal's Branch investigates and records the cause of fires and maintains records on this question. The Probation and Parole Division is concerned with the supervision and recommendation of persons who, instead of being imprisoned, are released on parole after being convicted of indictable offences. The New Brunswick Training School and the New Brunswick Central Reformatory are reform institutions for juvenile and adult offenders respectively. Prisoners are kept there for short term offences under two years sentence or less. Prior to 1956, such prisoners were held in county gaols.

B. Departments Rendering Service to the Community

1. Department of Public Works

This Department is divided in two for administrative purposes, each under a Deputy Minister: one looks after highways, and the other buildings. The Department employs 607 persons, 514 of them men and 93 women. This makes it the second largest Department in the Provincial Civil Service. The task of the Department, of course, is the construction and maintenance of the public works of the province. It is one of the largest spending Departments in the government and carries out projects in all parts of the province. For the fiscal year ending March 31st, 1964, the revenue account expenditure amounted to $18\frac{1}{2}$ million dollars and the capital account expenditure to $24\frac{1}{2}$ million dollars.

Under the Deputy Minister of Highways comes the administrative services director to whom the chief accountant, the personnel officer and the right of way engineer are responsible. Also under the Deputy Minister of Highways comes the chief highway engineer who directs the road maintenance and road building operations.

The Deputy Minister of Buildings directs both the maintenance and building operations for provincial government structures throughout the province. The buildings section is much the smaller part of the Department of Public Works.

2. The Department of Lands and Mines

The Department of Lands and Mines deals with the natural resources including the wild life of New Brunswick. It employs 403 people, all male except 34. If one includes the temporary and casual

people employed during the summer months, the field organization numbers 562 persons. The Department is divided into eight branches, each taking charge of a section of the Department's responsibility. The Survey, Title Record and Draughting Branch conducts surveys of the lands of the province, makes grants of lots of crown land to approved persons, grants forest management licenses to individuals and groups to exploit the forest resources of the province. It also conducts mapping operations. The Scaling and Forest Management Branch supervises the exploitation of the timber resources of the province. It maintains records of the cut of the different types of wood and also supervises planting and scaling operations. The Fish and Wild Life Branch grants angling and hunting licenses and supervises the conservation of wild life program. It keeps records of the kill of game animals and birds. The Forest Protection Branch maintains forest fire prevention personnel throughout the wooded areas of the province and organizes fire fighting operations in the case of forest fires. The Mines Branch maintains statistics and carries out an assistance program to advance the mining developments of the province. The Photogrammetry Branch carries out photographic mapping operations of the province and a forest inventory section keeps records of the forest resources of the province based on surveys by aerial photography. The Parks Branch develops and administers provincial parks.

The agent for carrying out most of the work of the Department of Lands and Mines is the Forest Service - a uniformed corps of forest rangers who supervise the forests of the province, and are concerned with forest fires, game protection, survey of woods operations, etc. The province maintains a forest ranger school where a two-year course of instruction is given to prepare young men for a career as forest rangers.

3. Department of Education

This is one of the largest and most important departments of government. There are 527 permanent positions in the Department, not all of which are currently filled. The Department has two Deputy Ministers, one English-speaking and one French-speaking. The task of the Department is to plan the education programme for the children of the province, to conduct a teacher training programme and to administer the educational programmes throughout the province. The establishment for the Department is as follows: the Central Administration (32 positions), School Planning Service (11 positions), the County Superintendants (51 positions), the Teachers College (56 positions), the Correspondence Instruction Service (9 positions), the Audio-visual Aids Service (7 positions), the Adult Education and Physical Fitness Branch (8 positions), the Vocational Education Service (17 positions), the School Book Service (8 positions), the Central Library Service (9 positions), the Curriculum Committee (14 positions), Technical Training (45 positions), Trade and Occupational Training (66 positions in the Fredericton office, 66 in the Technical Institute in St. John, 40 in the Trade School in Bathurst, 40 in the Trade School in St. Andrews, 39 in the Trade School in Edmundston), Teacher Training (8 positions). The teachers in the public schools, of course, are employed by the local school boards and are not the employees of the Department.

4. The Department of Labour

This is one of the smaller Departments of the New Brunswick Civil Service employing a total of 72 persons, 49 of them male. There are five branches in this Department: The Minimum Wages and Labour Relations Branch,

the Technical Services Branch, the Trades Qualification Branch, the Apprenticeship Branch, and the Central Administrative Branch. The Minimum Wages and Labour Relations Branch is concerned to administer the Fair Accommodation Practices Act, the Fair Employment Practices Act, the Female Employees Fair Remuneration Act, and the Minimum Employment Standards Act. The Branch supplies conciliation officers in the case of labour disputes and issues orders of fair wage rates applying to different industries and classes of workers.

The Technical Services Branch conducts the industrial safety programme. This involves sending inspectors to the various plants to make certain that they maintain proper safety programmes and devices. All boilers, pressure vessels, elevators and places of employment are inspected annually. Also, the Branch conducts examinations for tradesmen in the stationary engineering, welding and liquified petroleum gas trades.

The Apprenticeship Branch maintains offices in all parts of the province which supervise the apprenticeship of tradesmen. It determines whether a trade is apprenticeable; it is normal for a full-time in-school training period of three to ten months to be provided before young men are indentured as apprentices. Also, part-time classes are offered to apprentice trainees. Correspondence courses are also used in some cases.

The Trades Qualifications Branch sets up examining boards to test and certify tradesmen. Such trades as electricians, plumbers, motor vehicle repairmen, and powdermen are covered.

The General Administration Branch is the central office of the

Department located in Fredericton. It also conducts research projects.

The Industrial Safety Council of the province reports to the Minister of Labour.

5. The Department of Municipal Affairs

The Department of Municipal Affairs employs the smallest number of civil servants of any of the twelve government departments. Its function is to supervise and assist municipal governments in their duties and to administer certain services provided to the municipality by the provincial government. The Department consists of an Assessment Branch, an Audit and Accounting Branch, a Civil Defence Branch, a Community Planning Branch, and a Plumbing Branch. In addition the New Brunswick Water Authority and the Municipal Capital Borrowing Board report to the Minister of Municipal Affairs. The Assessment Branch which presently employs six assessors and is likely to engage ten more in the near future, supervises and assists with municipal assessment problems. Also it conducts a school for assessors and has arranged a three-year university correspondence course for assessors through Dalhousie University. It has issued a Provincial Assessment Manual to assist local assessors with their work. The Audit and Accounting Branch prepares the annual report of the municipal statistics from the audited financial statements presented by cities, towns, counties and local improvement districts. The branch consists of two persons. The Civil Defence Branch, consisting of four persons, conducts emergency planning operations in conjunction with officials of other departments. It operates the provincial civil defence school in Moncton. The Community Planning Branch which consists of only the Planning Director, is concerned with administering the community

Planning Act and in so doing co-operating with municipalities in development of sound municipal planning practices. The Plumbing Branch which consists of the Chief Plumbing Inspector, is concerned to work with municipalities to improve plumbing standards and carry out inspections. The New Brunswick Water Authority which reports to the Minister of Municipal Affairs, is concerned to see that proper measures are taken to prevent water pollution when new industrial plants are established and it corrects situations in which pollution is presently occurring. The Authority employs five persons in this work.

C. Departments Rendering Service to the Citizen

1. Department of Health

This Department employs more than twice as many people as any other Department in the New Brunswick government. The total is 1,546 persons divided between the Health Department in Fredericton, the Childrens' Hospital School, the Hospital Services Commission, the Jordan Memorial Sanitorium, the Polio Clinic and Health Centre, the Provincial Hospital at Campbellton, and the Provincial Hospital at Lancaster. The Department administers substantial sums of money in the form of national health grants paid by the Federal Government. These are for professional training, mental health, tuberculosis control, public health research, general public health, child and maternal health. Also, the Federal Government makes partially matching grants for medical rehabilitation and crippled children. Totally matching grants are made for hospital construction and cancer control.

Below are cited the various divisions of the Department with a brief description of their functions.

The Hospital Services Division administers a plan of hospital services for all qualified residents of the province. This involves substantial supervisory and inspection activity as well as the direct administration of the service.

The Laboratory Division conducts laboratory tests for hospitals throughout the province. Also it operates a Blood Bank service, a school of medical technology for laboratory technicians.

The Cancer Control Division operates diagnostic clinics in six centres in the province and treatment services are provided in the general hospitals of the province.

The Communicable Disease Control Division maintains serum depots to provide drugs, biological and related preparations in the field of public health and prevention. Also it carries out a venereal disease control programme.

The Tuberculosis Control Division operates four treatment institutions and a case finding service. The latter is carried out via a mass chest survey unit and an expanded tuberculin testing programme.

The Maternal and Child Health Division conducts pre and post-natal care, operates child health conferences and conducts statistical surveys relating to child health. It conducts programmes of nutrition advice for school children along with babysitting courses, accident prevention programmes, etc.

The Mental Health Division operates two mental hospitals and five community psychiatric clinics.

The Dental Health Division operates school dental clinics and hospital dental services.

The Public Health Nursing Service conducts maternal and child health services, pre-natal classes and discussion groups, immunization programmes, and programmes to aid handicapped children. Also, school health services and educational programmes are conducted.

The Sanitary Engineering Division provides consulting services to provincial departments and the general public, relating especially to water supply and sewage disposal problems. Also, it samples raw and pasteurized milk.

The Accounting Division keeps the financial records of the Department.

The Rehabilitation Division conducts a programme to assist physically disabled persons to become self-supporting.

The Alcohol Education Division maintains close relations with co-operative agencies whose aim is the control of alcohol addiction and it has succeeded in having included in the school curriculum for Grades IX-XIII information about the effects of the use of beverage alcohol.

2. The Department of Youth and Welfare

As its name suggests, this Department is concerned with the administration of welfare programmes to needy persons and with various educational and recreational programmes for young people. The Department employs 96 persons and is divided into four divisions: the Pensions Division, the Social Assistance Division, the Welfare Division and the Youth Division.

The Youth Division grants interest-free loans to university and technical school students, makes grants to postgraduate students, and awards scholarships and bursaries to physical education students. It conducts a programme of interviewing, testing and counselling school dropouts, and operates a referral service for various government departments and private agencies. It provides a counselling service to high school students and conducts special testing projects. It maintains a programme of co-operation with the Federal authorities in the administration of the Fitness and Amateur Sport Act in New Brunswick. It co-operates with sports governing bodies throughout the province and implements special clinics and projects concerned with sport.

The Pension Division administers the Old Age Assistance programme, the Blind Persons Allowance programme, and the Disabled Persons Allowance programme.

The Social Assistance Division administers a programme which is the successor to the Mothers Allowance Act. It is a programme of benefits for mothers and foster-mothers who have only very limited incomes from other sources. In addition to this direct assistance programme, the Branch co-operates with municipal authorities in the setting up and administration of their municipal welfare programmes.

The Child Welfare Division supervises the Children's Aid Society Branches in the Province and conducts in-service training for social workers concerned with child welfare. The Division licenses and inspects homes for wardship care, awards bursaries for students attending schools of social work.

The Department was separated from the Department of Health in 1960.

3. The Department of Agriculture

The Department employs 157 persons. The work of the Department is shared by twelve branches. The Extension Branch consists of the seventeen district agriculturalists and three assistant district agriculturalists who visit farmers throughout the province and give professional advice. Also, the district agriculturalists work with farm organizations, such as the Agricultural Societies, the Federations of Agriculture, the Fair Associations, the Breed Associations, the Artificial Insemination Groups, the Co-operative Community Sales Organizations, the Provincial Livestock Show, and the Livestock Shipping Clubs. The Livestock Branch, consisting of a director and nine field men, is concerned to improve the quality of livestock produced in the province. Also, the staff engages in promotion and administration of the different livestock policies and gives assistance to livestock shows, community auction sales, cattle sales, 4-H Club activity, community pasture organizations, etc. Also the staff assists in short courses and provides general information on the care and management of the livestock.

The Veterinary Branch, with a staff of veterinaries throughout the province, conducts a programme of care and inoculation of livestock. It operates a laboratory for testing of milk, butter, and other products, and artificial breeding centres. The Dairy Branch inspects and tests dairy products at plants throughout the province and issues a weekly letter on the market prices, production and stocks of butter for distribution to dairy plants and wholesalers. It enforces the Oleomargarine Act. It engages in promotional activities in co-operation with the New Brunswick Dairymen's Association.

The Poultry Branch conducts educational programmes related to poultry production and does tests of eggs and assists in organizing meetings and conventions. In addition, individual calls are made on poultrymen with special attention going to cases of emergency, such as disease outbreaks.

The Horticultural Branch, with six field representatives, conducts programmes to assist orchard keepers and apiarists. The Field Husbandry Branch collects material relating to field crops and assists farmers in improving this form of agriculture.

The Potato and Plant Protection Branch conducts a policy of potato promotion, both in and outside the province. An industrial potato programme was conducted to assist starch factories in securing quantities of potatoes for conversion into starch. A newsletter service is maintained to inform producers of techniques and marketing news.

The Agricultural Engineering Branch provides plans and advice for the construction of farm buildings and gives technical and financial assistance for soil and water conservation projects. The Credit Union and Co-operative Branch issues letters of incorporation to co-operative associations and credit unions throughout the province and makes loans to these organizations.

The Agricultural Educational Branch operates agricultural schools and home economics schools for boys and girls. In addition, an adult education programme is conducted. In the past years, six English-speaking and thirty-one French-speaking forums were conducted during the winter with organizational and financial aid coming from the Department. Also,

considerable assistance was given to 4-H Club work. Also, agricultural fairs and exhibitions are aided and supported by the staff of the Department.

The Home Economics Branch supports and works with the Women's Institutes (organizations of farm women) and supports a ten-month course in home economics for girls. Also it supports 45 4-H clothing clubs. It distributes a monthly newsletter to the Women's Institutes.

4. The Department of Fisheries

This Department is only two years old and is the successor to a branch in the Industry and Development Department. It employs 27 persons and serves the two fishing areas of the north shore and the Bay of Fundy coast. The New Brunswick fishing industry is an expanding one and in 1964 marketed over \$10 million worth of fish. There are four divisions in the Department of Fisheries: the Administration, Exploratory Fishing and Education Branch, the Boat Building and Maintenance Branch, and the Fishermen's Loan Board.

The Boat Building and Maintenance Branch plans and inspects new boats which are constructed for fishermen with the co-operation and financial assistance of the Department. There are two regional supervisors who maintain contact with fishermen and give them expert advice and assistance.

The Exploratory Fishing and Education Branch conducts research and investigation into new types of fishery operations and new techniques. Recently it developed a tuna fishing operation in New Brunswick. It conducted a survey of the Irish moss deposits along the north shore and an experiment in crab fishery in the Shédiac area. Also an exploration

operation for saw type and shell clams was conducted. Instructors were provided in the operation of new type trawlers and fishing equipment. A modern fisheries school at Caraquet has been opened by the Branch where about 40 young fishermen are trained in the techniques of modern fishing each year. Surveys of the fishing equipment available in New Brunswick have been conducted and appraisals made of their effectiveness and how they could be improved.

The Fishermen's Loan Board of New Brunswick consisting of a chairman and seven members grants loans to fishermen for the construction of fishing vessels.

5. The Department of Industry

This is a small department (20 persons) which, since 1963, is under the Minister of Finance. It is the successor to the previous Department of Industry and Development and, beginning in 1945, the Department of Industry and Reconstruction. Until 1963 fisheries came under the department. However, in that year a separate department of fisheries was formed. Presently there are two branches: Industrial, and Handicrafts. The Industrial Branch assists industries by "familiarizing them with better production and marketing procedures"⁴. It operates a small business management training programme. The growth in manufactured production has been considerable, increasing from about \$300 million in 1951 to \$426 million in 1963.

The Handicrafts Branch employs twelve people, seven of them instructors. Its efforts have been directed to preparing people for

4. Department of Industry, Annual Report, 1964, Fredericton, p.14.

commercial handicraft production. Special emphasis has been placed on training Micmac Indians.

The New Brunswick Industrial Development Board reports to the Minister of Finance and Industry. It consists of a chairman and three members and makes loans to industries (especially small enterprises) in the province.

6. The New Brunswick Liquor Control Commission

The Commission consists of a chairman, a vice-chairman and one member. It supervises the forty-eight retail liquor stores and four warehouses. There are 454 persons employed. For the year ending March 31st, 1964, the Commission sold over \$28 million in beverages, almost half spirits, ten per cent wine and the rest beer. It yielded a net profit to the government of over \$10 million or 36 per cent of total revenue.

The Licensing Board consists of a permanent chairman who is also a member of the Commission, and six part-time members paid on a per diem basis. It holds hearings at which applicants for licenses present their cases. In the year 1963-64, sixteen tavern, fifteen dining room, eleven lounge, forty club, and one military canteen licenses were granted. Four licenses were cancelled and seventeen suspended for cause.

CHAPTER II

THE ETHNIC ORIGIN PATTERN IN THE CIVIL SERVICE

Introductory Note

This chapter presents an analysis of the New Brunswick Civil Service with respect to ethnic origin. In it is considered:

1. The composition of the civil service by ethnic origin compared to the ethnic structure of the province.
2. The ethnic origin structure of the civil service by department.
3. The relationship of ethnic origin to salary level in the civil service.
4. The relationship of ethnic origin to occupational classification in the civil service.
5. The relationship of ethnic origin to years of service in the civil service.
6. The relationship of ethnic origin to occupational classification for each department.

A. Ethnic Structure of the Population of New Brunswick

For purposes of this study, ethnic classifications have been established as French; British, which includes English, Irish, Scottish, and Welsh; and Others, which includes the several minority groups. On the basis of the 1961 Census of Canada the ethnic origin structure of New Brunswick is as follows:

Ethnic Origin Structure

Table 2-1	<u>Ethnic Origin</u>	<u>1961 Population</u>	<u>Per Cent</u>
	British	329,940	55.1
	French	232,127	38.9
	Others	<u>35,869</u>	<u>6.0</u>
		597,936	100.0

The population may be further broken down into three demographic components: rural farm; rural non-farm; and urban. The ethnic origin structure according to this classification is as follows:

Table 2-2 Ethnic Origin By Demographic Component

a) Rural Farm

<u>Ethnic Origin</u>	<u>1961 Population</u>	<u>Per Cent</u>
British	33,644	54.0
French	25,276	40.6
Others	<u>3,345</u>	<u>5.3</u>
	62,265	100.0

b) Rural Non-farm

British	125,300	48.6
French	119,077	46.2
Others	<u>13,281</u>	<u>5.2</u>
	257,658	100.0

c) Urban

British	170,996	61.5
French	87,774	31.6
Others	<u>19,243</u>	<u>6.9</u>
	278,013	100.0

(Note: Per cent columns may not add exactly to 100.0 because of rounding error.)

For purposes of this analysis it will also be useful to combine the rural non-farm and urban components in order to obtain an ethnic origin structure of the total non-farm population.

Table 2-3 Ethnic Origin of Total Non-Farm Population

<u>Ethnic Origin</u>	<u>1961 Population</u>	<u>Per Cent</u>
British	296,296	55.3
French	206,851	38.6
Others	<u>32,524</u>	<u>6.1</u>
	535,671	100.0

To complete the picture of the ethnic structure of the population of New Brunswick, the distribution of each ethnic group among the demographic components is indicated in the following tables:

Table 2-4 Distribution of Ethnic Groups By Demographic Component

a) British

<u>Demographic Component</u>	<u>1961 Population</u>	<u>Per Cent</u>
Rural Farm	33,644	10.2
Rural Non-Farm	125,300	38.0
Urban	<u>170,996</u>	<u>51.8</u>
	329,940	100.0

b) French

Rural Farm	25,276	10.9
Rural Non-farm	119,077	51.3
Urban	<u>87,774</u>	<u>37.8</u>
	232,127	100.0

c) Others

Rural Farm	3,345	9.3
Rural Non-farm	13,281	37.0
Urban	<u>19,243</u>	<u>53.6</u>
	35,869	100.0

The above tables reveal several interesting characteristics of the ethnic origin structure and demographic distribution of the New Brunswick population.

In the first instance, those persons of British origin dominate the total population as well as its rural farm and urban components.

On the other hand, the rural non-farm component, which is 95 per cent British and French, is divided almost equally between these two ethnic groups.

Approximately ten per cent of each ethnic group may be classified as rural farm, and thus there is no basis for describing any one group as the "farm group". There is, however, a sharp distinction between the distribution of the British and French groups in the rural non-farm and urban categories. About 51 per cent of the French ethnic group may be classified as rural non-farm while 38 per cent is classified as urban. The distribution of the British group is almost the reverse, since approximately 38 per cent of that group is classified as rural non-farm while 52 per cent is classified as urban.

It is interesting to note that the five per cent of the total population belonging to the "Other" ethnic groups is distributed among the rural farm, rural non-farm, and urban categories in almost the same proportion as the British ethnic group. This observation may indicate a tendency for minority ethnic groups to identify more closely with the British ethnic group than with the French.

B. The Structure of the New Brunswick Civil Service by Ethnic Origin

Our survey indicates that the ethnic origin structure of the New Brunswick Civil Service is approximately as indicated in Table 2-5.

Table 2-5 New Brunswick Civil Service by Ethnic Origin

<u>Ethnic Origin</u>	<u>Per Cent</u>
British	66.8
French	25.7
Other	<u>7.6</u>
	100.0

Comparing the ethnic origin structure of the civil service with that of the province as a whole, we find that whereas 55 per cent of the population is of British origin, 67 per cent of the civil service is of British origin; whereas 39 per cent of the population is of French origin, 26 per cent of the civil service is of French origin; and whereas 6 per cent of the population is of an ethnic origin other than British or French, 8 per cent of the civil service is of an ethnic origin other than British or French.

It may not be entirely meaningful, however, to compare the ethnic structure of the civil service with that of the total population since it is to be expected that members of the civil service will be recruited largely from the non-farm segment of the population, but, since the breakdown of non-farm population by ethnic origin (Table 2-3) is almost identical with that of the total population (Table 2-1), the foregoing comparison is satisfactory.

If it is considered that the civil service is by and large drawn from the urban segment of the population, then an entirely different comparison must be made. In this case, in which we compare the ethnic origin structure of the civil service with that of the urban population of the province, we find that whereas 62 per cent of the

urban population is of British origin 67 per cent of the civil service is of British origin; whereas 32 per cent of the urban population is of French origin, 26 per cent of the civil service is of French origin; and whereas seven per cent of the urban population is of other than British or French origin, eight per cent of the civil service is of other than British or French origin. That this latter comparison is the most valid comparison seems to be justified by the fact that our survey indicates that 75 per cent of the New Brunswick civil service is classified as urban while the remaining 25 per cent are rural, most likely of the rural non-farm category.

1. Some Observations on the Overall Ethnic Origin Structure of the New Brunswick Civil Service

The primary observation that can be made on the basis of the foregoing analysis is that the civil service of New Brunswick, in absolute numerical terms, is predominantly made up of persons of British origin. This finding is certainly to be expected since the population of the province itself is predominantly of British origin. However, considered in proportionate terms with respect to the ethnic structure of the population, the civil service is seen to be significantly more than proportionately made up of persons of British origin and less than proportionately made up of persons of French origin. It is interesting to note that those persons of other than British or French ethnic origin participate in the civil service in almost identical proportion to their numbers in the total population.

When the ethnic origin structure of the civil service is compared with the ethnic structure of the province's urban population, the

differences in proportionate participation in the civil service are considerably narrowed. We still find, however, that the proportion of civil servants of British origin is five per cent higher than the proportion of persons of British origin in the urban population. The proportion of French civil servants is six per cent lower than the proportion of persons of French origin in the urban population.

There is one possible explanation for the more than proportionate participation in the civil service by persons of British origin and less than proportionate participation by persons of French origin. Since civil service work, by its very nature, is an urban undertaking, the more than proportionate number of civil servants of British origin may partly be explained by the demonstrated greater tendency for persons of British origin to locate in urban areas and the demonstrated greater tendency for persons of French origin to locate in rural areas.

2. Ethnic Origin Structure of the New Brunswick Civil Service by Department

Whereas the ethnic origin structure of the civil service as a whole is approximately 67 per cent British, 26 per cent French and eight per cent Others, the individual departments vary widely in ethnic origin composition. The following table gives the ethnic origin distribution by department as indicated by our survey.

Table 2-6 Ethnic Origin of the New Brunswick Civil Service
by Department

<u>Department</u>	<u>Ethnic Origin</u>			<u>Total</u>
	<u>British</u>	<u>French</u>	<u>Others</u>	
	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>
Agriculture	62	28	11	100
Attorney-General	70	21	9	100
Civil Service				
Commission*	57	33	9	100
Education	67	22	9	100
Finance & Industry	87	7	6	100
Fisheries	6	94	0	100
Health	62	30	8	100
Labour	71	24	5	100
Lands and Mines	69	24	7	100
Liquor Control				
Commission	66	29	5	100
Municipal Affairs	65	20	15	100
Premier's Office	57	29	14	100
Provincial Secretary	71	21	8	100
Public Works	75	17	8	100
Youth and Welfare	52	39	9	100

*The figures in this table and in subsequent ones relating to the Civil Service Commission cannot be considered reliable, because 54 persons indicated that they worked for the Commission, whereas it only employs 14 persons. Apparently about 40 persons confused the Civil Service Commission with the civil service itself.

The extremes in ethnic origin distribution are found in the Department of Finance and Industry and in the Department of Fisheries. In the Department of Finance and Industry 87 per cent of the department is of British origin while only seven per cent is of French origin and six per cent is of an origin other than British or French. The Department of Fisheries, on the other hand, is almost completely made up of persons of French origin, with only six per cent of the department being of British origin.

Of the fifteen departments, eight departments have roughly the same ethnic origin distribution as does the civil service as a whole.



What is perhaps more meaningful, only three departments, the Civil Service Commission, the Premier's Office, and the Department of Youth and Welfare, have an ethnic origin distribution reasonably proportional to the ethnic origin distribution of the population of the province. One department, the Department of Fisheries, is more than proportionately of French ethnic origin and the eleven remaining departments are all more than proportionately of British ethnic origin.

If the civil service is considered to be largely an urban undertaking, then, of the fifteen departments, nine departments have an ethnic origin distribution that is more than proportionally British than the ethnic origin distribution of the urban component of the population. Four departments have an ethnic origin distribution less than proportionally British. Three departments are more than proportionally French than the urban population, while twelve departments are less than proportionally French. Ten departments are more than proportionally of an ethnic origin structure other than British or French while four departments are less than proportionally of an ethnic origin other than British or French.

It is significant that the two departments of recent origin, namely the Department of Fisheries (1963) and the Department of Youth and Welfare (1960), are also those departments in which the proportions of persons of French ethnic origin are the highest. Also significant is the indication that the ethnic origin distribution of the Civil Service Commission, the agency responsible for the recruitment, testing and qualification of personnel, appears approximately proportional to the



ethnic distribution of the population of the province as a whole.

However, unfortunately these results are not reliable because about 40 civil servants indicated they were employed there, when in fact they could not have been.

The Premier's Office has an ethnic origin distribution which is proportional to that of the population as far as those persons of British origin are concerned, but it is less than proportional with respect to those persons of French ethnic origin and more than proportional, almost 100 per cent more, for those persons of other than British or French origin. However, since the Premier's Office maintains a very small staff, such a comparison is hardly significant.

C. A Comparison of Ethnic Origin and Salary Level
for the New Brunswick Civil Service

The relationship between ethnic origin and salary levels in the New Brunswick civil service is indicated in Table 2-7.

Table 2-7 Distribution of Salary Levels by Ethnic Origin

<u>Salary Range</u>	<u>Ethnic Origin</u>		
	<u>British</u>	<u>French</u>	<u>Others</u>
	<u>%</u>	<u>%</u>	<u>%</u>
Less than \$1000	0.2	0.9	0.4
\$1000 to \$1999	1.2	2.6	1.8
\$2000 to \$2999	20.8	28.5	19.2
\$3000 to \$3999	31.7	30.6	25.1
\$4000 to \$4999	18.8	13.9	15.8
\$5000 to \$5999	9.8	8.7	10.3
\$6000 to \$6999	6.4	6.1	7.4
\$7000 to \$7999	3.7	3.1	4.8
\$8000 to \$8999	3.6	2.6	6.3
\$9000 to \$9999	1.4	1.2	1.1
\$10,000 to \$14,999	1.8	1.3	6.6
More than \$15,000	0.4	0.3	1.1
	100.0	100.0	100.0

Several interesting comparison can be made on the basis of Table 2-7. First, it will be noticed that the most typical salary level for the three ethnic groups is that from \$3000 to \$3999. That is to say that the highest proportion of civil servants in each ethnic group earns a salary of between \$3000 and \$3999 per annum. Below and above this level certain differences arise.

At all salary levels below the \$3000 to \$3999 level, the highest proportion at every level belongs to the French ethnic group. In other words, a higher proportion of civil servants of French origin than any other group earns less than \$3000 per annum. At these lower salary levels, that is between \$1000 and \$3000 per annum, there is to be found approximately 31 per cent of all civil servants of French origin, 22 per cent of all civil servants of British origin, and 21 per cent of all civil servants of an origin other than French or British.

At all salary levels above the typical level of \$3000 to \$3999, the lowest proportion at every level belongs to the French ethnic group. Thus a lower proportion of civil servants of French origin than civil servants of the other two classifications earns more than \$4000 per annum. At these higher salary levels, that is above \$4000 per annum, there is to be found 37 per cent of all civil servants of French origin, 46 per cent of all civil servants of British origin, and 53 per cent of all civil servants of other than French or British origin.

Further differences between salary levels by ethnic origin arise when we consider the averages and spreads of the distributions of salary levels. These measures, as indicated by our survey, are presented in Table 2-8.

Table 2-8 Salary Level by Ethnic Origin

<u>Measure</u>	<u>Ethnic Origin</u>		
	<u>British</u>	<u>French</u>	<u>Others</u>
Mean Salary	\$4457	\$4144	\$5142
Median Salary	3874	3589	4221
Standard Deviation*	2133	2160	2960

*The standard deviation is a statistical measure which indicates the spread or dispersion of a distribution about the mean value of that distribution. Thus in this table we can say that the majority of civil servants in any ethnic group earn a salary which is included in the range defined by the mean salary plus or minus the standard deviation. For example, the typical salary of a civil servant of British ethnic origin is \$4457 \pm \$2133. This compares with a typical salary for civil servants of French origin of \$4144 \pm \$2160 and for civil servants of other than British or French origin of \$5142 \pm \$2960.

As would be expected from even a cursory observation of Table 2-7, the measures indicated in Table 2-8 reveal that the typical salary of the French civil servant is considerably less than that of his counterparts in the British and Other ethnic groups. In fact, the mean or "average" salary of the French civil servant is \$313 less than that of the civil servant of British origin and is almost \$1000 less than the civil servant of other than British or French origin. However, such comparisons may be misleading since the mean salary of any salary distribution may be considerably affected by the existence of extreme values in the distribution. Perhaps a better comparison could be made on the basis of the median salaries of each ethnic distribution. Thus Table 2-8 indicates that one-half of the civil servants of French origin earn less than \$3589 per annum; one-half of the civil servants of British origin earn less than \$3874; and one-half of those civil servants of other than French or British origin earn less than \$4221 per annum. Again the typical salary of the French civil servant is less than that of civil servants in the other two ethnic classifications.

D. Relationship of Ethnic Origin to Occupation
Within the Civil Service

For purposes of analysis we have consolidated the occupational classifications within the New Brunswick civil service into the six categories indicated in Tables 2-9 and 2-10. Using this framework, there are essentially two approaches to the problem of the relationship of ethnic origin to occupation within the civil service. In the first approach we consider the actual distribution of occupations within the civil service, and compare this with the distribution of each ethnic group among the six occupational classifications. In the second approach, which should serve to verify any trends or characteristics uncovered in the first approach, we compare the proportion of each ethnic group within each occupational classification with the proportion of each ethnic group in the civil service as a whole.

Table 2-9 forms the basis of the first approach. As a starting point we might consider the occupational classification which appears to be the most typical for each ethnic group, that is most typical in the sense that the highest proportion of a particular ethnic group is to be found in that classification. Accordingly, the most typical classification for those civil servants of British origin appears to be that of Clerical, since 34.8 per cent of the civil servants of British origin fall into that category. However, this is hardly significant when compared with the proportion of the total civil service which is made up of clerical workers. In fact, the entire distribution of occupations within the British ethnic group compares very closely with that of the civil service as a whole. But this is certainly to be expected when it is considered that two-thirds of the civil service is made up of persons

Table 2-9 Relationship Between Ethnic Origin and Occupation

<u>Occupation</u>	<u>Civil Service</u>	<u>Ethnic Origin</u>		
		<u>British</u>	<u>French</u>	<u>Other</u>
	%	%	%	%
Professional	18.8	19.0	15.5	28.6
Managerial	5.8	5.7	6.4	4.7
Instructors and Supervisors	5.6	5.6	6.2	4.3
Clerical	32.4	34.8	27.9	26.7
Skilled Labour	16.8	17.5	15.0	16.9
Other labour	20.6	17.5	29.1	18.8
Total	100.0	100.0	100.0	100.0

Table 2-10 Relationship Between Ethnic Origin and Occupation

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u>
	<u>British</u>	<u>French</u>	<u>Other</u>	
	%	%	%	%
Professional	66.9	21.5	11.6	100
Managerial	65.3	28.6	6.1	100
Instructors and Supervisors	65.6	28.6	5.8	100
Clerical	71.3	22.4	6.3	100
Skilled Labour	69.2	23.2	7.6	100
Other Labour	56.3	36.8	6.9	100
Civil Service	66.4	26.0	7.6	100

of British ethnic origin, and therefore what is typical of the British ethnic group is very likely to be typical of the civil service as a whole. Only in the case of the Labour classification is there a significant difference between the distribution of occupations within the civil service and the distribution of occupations within the British ethnic group. Whereas 20.6 per cent of the civil service consists of other labourers, only 17.5 per cent of those civil servants of British origin belong to this classification.

The most typical occupation classification for those civil servants of French origin is that of "Other Labour" followed closely by

"Clerical". Thus, 29.1 per cent of civil servants of French origin are classified as "Other Labour" and 27.9 per cent are classified as "Clerical". Unlike the distribution of occupations within the British ethnic group, the distribution of occupations within the French ethnic group differs significantly in several instances from the distribution of occupations within the civil service as a whole. The proportion of civil servants of French origin is significantly less than the proportion of all civil servants in the "Professional", "Clerical", and "Skilled Labour" classifications. It is very significantly greater in the "Other Labour" classification. What is perhaps most interesting, however, is that the proportion of civil servants of French origin in the "Managerial" and "Instructors and Supervisors" classifications is higher than that of either the British or Other groups and consequently higher than that for the civil service as a whole.

The typical occupational classification for those civil servants of other than British or French origin appears to be that of "Professional" since 28.6 per cent of that group are to be found in this category. There is a smaller proportion of these civil servants in the "Managerial", "Instructors and Supervisors", "Clerical" and "Other Labour" classifications than for the civil service as a whole. The same proportion of these civil servants is to be found in the "Skilled Labour" classification as in the civil service as a whole.

The second approach to the problem of the relationship of ethnic origin to occupation verifies the findings of the first approach. In this second approach, the ethnic origin structure of the civil service is compared with that of each occupational classification indicated in Table 2-10.

As indicated in the bottom row of Table 2-10, 66.4 per cent of the New Brunswick civil service consists of persons of British ethnic origin, 26.0 per cent are of French origin and 7.6 per cent are of an ethnic origin other than British or French. In no occupational classification is this same distribution obtained. The proportion of civil servants of British origin is reasonably close in the "Professional", "Managerial", "Instructors and Supervisors", and "Skilled Labour" classifications, and there is a more than proportionate number of civil servants of British origin in the "Clerical" classification and a less than proportionate number in the "Other Labour" classification.

There is a less than proportionate number of civil servants of French origin in the "Professional", "Clerical", and "Skilled Labour" classifications and a more than proportionate number in the "Managerial", "Instructors and Supervisors", and "Other Labour" classifications. It is interesting to note that whereas the proportion of civil servants of British origin in the "Other Labour" classification is ten percentage points lower than the proportion of these civil servants in the civil service as a whole, the proportion of civil servants of French origin is ten percentage points higher in this same classification.

Those civil servants of other than British or French origin have a more than proportionate representation in the "Professional" classification only. They have a proportionate representation in the "Skilled Labour" classification but a less than proportionate representation in all other classifications.

To generalize then, it might be observed that civil servants of

French origin gravitate to the Other Labour and Clerical occupations within the civil service but they have a more than proportionate representation in the "Managerial" and "Instructors and Supervisors" classifications. Civil servants of British origin gravitate toward the middle classifications but have a reasonably strong representation in the "Professional" classification. Those civil servants of other than British or French origin have their strongest representation in the "Professional" classification and are less than proportionately represented in all other classifications.

Ethnic Origin and Occupation by Department

The relationship of ethnic origin to occupation within each department is presented in the tables of the Addendum to Chapter II. Only the particular characteristics of this relationship for each department will be discussed in this section.

1. Department of Agriculture

This department employs 157 persons of which 86 per cent are either "Professional" or "Clerical" workers. The ethnic origin composition of this department is 66.4 per cent British, 29.2 per cent French, and eight per cent other than British or French. Thus this department is more than proportionately of French and Other origin than the civil service as a whole. Our survey revealed that all persons in the "Instructors and Supervisors" classification were of French origin. There are no workers of other than British or French origin in the "Managerial", "Instructors and Supervisors", and "Clerical" classifications.

2. Department of Attorney-General

The major characteristic of this department is that the breakdown of the "Professional" classification is 50 per cent British, 40 per cent French, and 10 per cent other than British or French. The department as a whole, however, is more than proportionately of British origin than the civil service as a whole. Only 22.3 per cent of the civil servants in this department are of French origin.

3. Civil Service Commission¹

The breakdown of the Civil Service Commission as to ethnic origin is 57.4 per cent British, 36.2 per cent French, and 6.4 per cent other than British or French. This distribution compares very closely with that of the ethnic structure of the province as a whole as revealed by the 1961 Census. It is interesting to note that one-third of the professional workers and all managerial workers in the Civil Service Commission are of French origin.

4. Department of Education

The ethnic origin structure of the Department of Education is characterized by the high proportion of civil servants of British origin in all occupational classifications with the exception of the "Professional" and "Managerial" classifications. In the latter two classifications, civil servants of other than British or French origin have proportionately high representation. The breakdown of the department as a whole is 69.0 per cent British, 21.7 per cent French, and 9.2 per cent other than British or French.

1. See footnote, p. 22.

5. Department of Finance and Industry

The outstanding characteristic of this department is its almost complete dominance by civil servants of British origin. The department as a whole breaks down into 86 per cent British, 7.9 per cent French, and 6.1 per cent other than French or British. More than half of the workers in this department belong to the "Clerical" classification, and of these, 85 per cent are of British origin. The second and third largest classifications in this department are "Skilled Labour", which is 86 per cent of British origin, and "Professional", which is 90 per cent of British origin.

6. Department of Fisheries

This is the youngest department in the New Brunswick civil service and is, as revealed by our survey, 93.3 per cent of French origin. It has only about 20 employees.

7. Department of Health

The Department of Health is the largest department in the civil service and as such lends considerable weighting to the ethnic characteristics of the civil service as a whole. The largest occupational classification in this department is that of "Other Labour", followed by "Professional" and "Clerical". Of the civil servants of French origin in the department, 64.5 per cent belong to the "Other Labour" classification with 14.2 per cent in the "Professional" classification and 13.0 per cent in the "Clerical" classification. Only 42.2 per cent of the civil servants of British origin in this department belongs to the "Other Labour" classification while 25.2 per cent belongs to the "Professional" classification and 20.7 per cent belongs to the "Clerical" classification. Of those civil servants of other than British or French

origin, 43.5 per cent belong to "Other Labour", 40.0 per cent to "Professional" and 9.4 per cent to "Clerical".

In the Department of Health all occupational classifications with the exception of the "Other Labour" classification are more than proportionately of British origin. Those civil servants of French origin are only more than proportionally represented in the "Other Labour" classification. Civil servants of other than British or French origin are more than proportionally represented in the "Professional" classification. By the very nature of this department, most of the professional workers are medical doctors and it is likely that the civil service has found it necessary to go outside the province to obtain persons of suitable qualifications.

8. Department of Labour

In this department, civil servants of British origin are more than proportionally represented in relation to their numbers in the civil service as a whole. More than half of the workers in this department are located in the "Clerical" classification and of these clerical workers, 75.8 per cent are of British origin, 18.2 per cent are of French origin, and 6.1 per cent are of other than British or French origin. There are no civil servants of French origin in the "Professional" classification in this department but 30.0 per cent of the "Managerial" classification and 71.4 per cent of the "Instructors and Supervisors" classification are of French origin.

9. Department of Lands and Mines

The ethnic composition of the Department of Lands and Mines is

69.3 per cent British, 23.2 per cent French and 7.4 per cent other than British or French. Almost two-thirds of the civil servants in this department are classified as skilled labour, and, of these, 63.3 per cent are of British origin and a relatively high 29.4 per cent are of French origin. The second and third largest occupational classifications in this department, the "Clerical" and "Professional" classifications, contain relatively low percentages of civil servants of French origin.

10. Liquor Control Commission

The Liquor Control Commission of New Brunswick has an ethnic origin composition which is proportionately higher in employees of French origin and proportionately lower in employees of British and employees of other than British or French origin than the civil service as a whole. The two largest occupational classifications within the Commission, "Managerial" and "Clerical", are 36.0 per cent and 32.0 per cent respectively of French origin compared with 28.6 and 22.4 per cent respectively for the civil service as a whole.

11. Department of Municipal Affairs

The Department of Municipal Affairs has an ethnic composition which is 63.2 per cent British, 21.1 per cent French, and 15.8 per cent other than British or French. All civil servants in this department who are of French origin are employed in the clerical occupations while one-third of the civil servants of British origin and one-third of those of other than British or French origin are employed in the professional occupations. An interesting feature of this department is the very high proportion of persons of other than French or British origin compared to the civil service as a whole.

12. Premier's Office

Since this department is very small, our findings here are not very significant. Nevertheless, one or two observations can be made. With respect to ethnic composition the department is less than proportionately of British origin, and more than proportionately of French and of other than British or French origin than the civil service as a whole. All civil servants of British origin in this department are employed at the "Managerial" and "Clerical" levels. All civil servants of French origin are employed at the "Professional" and "Managerial" levels while all civil servants of other than French or British origin are employed only at the "Clerical" level.

13. Provincial Secretary

The Department of the Provincial Secretary employs 204 civil servants of whom the majority are clerical workers. The ethnic composition of the department is 68.4 per cent British, 24.8 per cent French and 6.8 per cent other than British or French. Compared to the civil service as a whole, there is a more than proportionate number of civil servants of British origin in the "Managerial", "Clerical", and "Skilled Labour" classifications. There is a more than proportionate number of civil servants of French origin in the "Professional" and "Instructors and Supervisors" classifications.

14. Department of Public Works

The Department of Public Works is the second largest department in the New Brunswick civil service. It employs 607 civil servants of whom 73.8 per cent are of British origin, 18.4 per cent are of French origin, and 7.8 per cent are of other than British or French origin.

The largest percentages of the members of the Department of Public Works are to be found in the "Clerical", "Skilled Labour", and "Professional" occupational classifications. Those of French origin are found in less than proportionate numbers compared to the civil service in all three of these classifications while they are found in more than proportionate numbers in the "Instructors and Supervisors" and "Other Labour" classifications.

15. Department of Youth and Welfare

The Department of Youth and Welfare is a relatively new department and as such it has an ethnic composition which is markedly different from that of the older departments. In this department, 51.5 per cent of the civil servants are of British origin, 39.4 per cent are of French origin and 9.1 per cent are of other than British or French origin. The majority of members of this department are employed in the "Clerical" occupations, and, of these, 55.3 per cent are of British origin and 36.2 per cent are of French origin. Those civil servants of French origin are more than proportionately represented at every occupational level in this department compared with the civil service as a whole. At the "Managerial" level 71.4 per cent of the civil servants are of French origin.

E. The Relationship of Ethnic Origin to Years of Service

The relationship of ethnic origin to years of service in the New Brunswick civil service is indicated in Table 2-11 and Table 2-12. Table 2-11 indicates the distribution of each ethnic group among the various periods of years of service and compares these distributions with that of the civil service as a whole. Table 2-12 indicates the

distribution of ethnic groups within particular levels of years of service and compares these distributions with that of the civil service as a whole.

As would be expected, the largest proportion of the civil service and the largest proportion of each ethnic group is to be found in the lower levels of years of service. Apart from this observation the three ethnic distributions are quite different. It will be observed, for example, that the variation or the spread of the British distribution is more even than that of the French distribution and somewhat more even than that of the Other distribution. Thus, whereas 36.6 per cent of those civil servants of British origin have less than five years of service, 52.5 per cent of those civil servants of French origin and 42.6 per cent of civil servants of other than British or French origin have less than five years of service. This means, in fact, that more than half of those civil servants of French origin have been hired within the last five years. If we can assume that each ethnic group has approximately the same rate of attrition, then this would indicate that there has been a pronounced trend towards the hiring of civil servants of French origin in the past five years.

This trend is sharply verified by Table 2-12. It can be seen that 32.5 per cent of all civil servants having one to two years of service and 33.8 per cent of all civil servants having three to four years of service are of French origin. This contrasts sharply with the proportion of civil servants of more than five years of service who are of French origin. Of those civil servants having five to six years of service only 25.0 per cent are of French origin and of those having

seven to eight years of service only 23.0 per cent are of French origin. For all periods of years of service of more than eight years the proportion of French civil servants is about 19.0 per cent. Corresponding to this increasing proportion of civil servants of French origin at the lower levels of years of service there is, of course, a declining proportion of civil servants of British origin. Little can be said about any trends in the hiring of persons of other than British or French origin since the proportions of these persons at the various levels of years of service varies considerably and is roughly proportional to the civil service as a whole. It might also be observed that the distribution of civil servants by ethnic origin in the two lower levels of years of service compares very closely with the ethnic distribution of the urban component of the New Brunswick population. For all periods of service greater than four years the distributions by ethnic origin differ considerably from the distribution of the urban population of New Brunswick.

There thus appears to be, at least at the lower levels of years of service, a shift in the ethnic structure of the New Brunswick civil service. As this structural change shifts upward through time, it can be expected that the New Brunswick civil service will gradually redress the disproportionate ethnic composition and bring it more into line with that of the population of the province.

Table 2-11 Ethnic Origin in Relation to Years of Service

<u>Years of Service</u>	<u>Civil Service</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Others</u> %
1 to 2	25.5	22.5	32.0	28.9
3 to 4	15.7	14.1	20.5	13.7
5 to 6	10.9	10.7	10.6	13.7
7 to 8	8.9	9.0	7.9	10.9
9 to 10	7.3	8.3	5.5	3.9
11 to 12	6.1	7.0	4.3	4.7
13 to 14	5.3	5.9	4.0	4.7
15 to 16	4.1	4.5	3.1	4.7
17 to 18	4.2	4.5	3.0	5.5
More than 18	12.0	13.4	9.1	9.4
	100.0	100.0	100.0	100.0

Table 2-12 Distribution of Years of Service by Ethnic Origin

<u>Years of Service</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
1 to 2	58.9	32.5	8.5	100.0
3 to 4	59.6	33.8	6.6	100.0
5 to 6	65.3	25.0	9.5	100.0
7 to 8	67.7	23.0	9.3	100.0
9 to 10	76.4	19.5	4.1	100.0
11 to 12	75.8	18.4	5.8	100.0
13 to 14	74.0	19.3	6.6	100.0
15 to 16	72.1	19.4	8.6	100.0
17 to 18	71.8	18.3	9.9	100.0
More than 18	74.5	19.7	9.8	100.0
Civil Service Distribution	66.4	26.0	7.6	100.0

ADDENDUM TO CHAPTER II : ETHNIC ORIGIN AND
OCCUPATION BY DEPARTMENT

In this addendum the ethnic origin composition of each department is compared with that of the civil service as a whole. For each department there are two tables. In the first table, under the heading "Department", is the percentage of the civil servants in that department which is employed at each occupational level. Thus, in the Department of Agriculture, for example, 52.6 per cent of the civil servants are employed at the "Professional" level. In this same table we indicate the percentage of each ethnic group which is employed at each occupational level. Again in the Department of Agriculture, for example, we find that 54.7 per cent of all civil servants of British origin are employed at the "Professional" level while 47.5 per cent of all civil servants of French origin and 54.5 per cent of all civil servants of neither French nor British origin are employed at the "Professional" level.

In the second table for each department we consider the ethnic origin composition of each occupational level, and of the department and civil service as a whole. Thus, in the Department of Agriculture, 65.3 per cent of the "Professional" civil servants are of British origin, 26.4 per cent are of French origin, and 8.3 per cent are of other than British or French origin. For the Department of Agriculture as a whole, 62.8 per cent of the civil servants are of British origin while 29.2 per cent are of French origin and 8.0 per cent are of other than British or French origin. This compares with an ethnic composition for the total civil service of 66.4 per cent British, 26.0 per cent French, and 7.6 per cent Other.

The figures in brackets after each department title indicate the total number of employees in that department.

Ethnic Origin and Occupation by Department

1. Department of Agriculture (157)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	52.6	54.7	47.5	54.5
Managerial	2.2	2.3	2.5	-
Instructors and Supervisors	1.5	-	5.0	-
Clerical	34.3	36.0	40.0	-
Skilled Labour	7.3	5.8	2.5	36.4
Other Labour	<u>2.2</u>	<u>1.2</u>	<u>2.5</u>	<u>9.1</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Enthnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	65.3	26.4	8.3	100.0
Managerial	66.7	33.3	-	100.0
Instructors and Supervisors	-	100.0	-	100.0
Clerical	66.0	34.0	-	100.0
Skilled Labour	50.0	10.0	40.0	100.0
Other Labour	33.3	33.3	33.3	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	62.8	29.2	8.0	100.0

2. Department of the Attorney-General (157)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	17.9	13.0	32.0	20.0
Managerial	2.7	-	4.0	20.0
Instructors and Supervisors	6.3	7.8	4.0	-
Clerical	42.0	42.9	40.0	40.0
Skilled Labour	25.9	28.6	20.0	20.0
Labour	<u>5.4</u>	<u>7.8</u>	<u>-</u>	<u>-</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	50.0	40.0	10.0	100.0
Managerial	-	33.3	66.7	100.0
Instructors and Supervisors	85.7	14.3	-	100.0
Clerical	70.2	21.3	8.5	100.0
Skilled Labour	75.9	17.2	6.9	100.0
Other Labour	100.0	-	-	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	68.8	22.3	8.9	100.0

3. Civil Service Commission (14)*

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	19.1	18.5	17.6	33.3
Managerial	2.1	-	5.9	-
Instructors and Supervisors	6.4	7.4	5.9	-
Clerical	31.9	33.3	23.5	66.7
Skilled Labour	10.6	11.1	11.8	-
Other Labour	<u>29.8</u>	<u>29.6</u>	<u>35.3</u>	<u>-</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	55.6	33.3	11.1	100.0
Managerial	-	100.0	-	100.0
Instructors and Supervisors	66.7	33.3	-	100.0
Clerical	60.0	26.7	13.3	100.0
Skilled Labour	60.0	40.0	-	100.0
Other Labour	57.1	42.9	-	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	57.4	36.2	6.4	100.0

*See footnote, P. 29.

4. Department of Education (428)

<u>Occupation</u>	<u>Department</u>	<u>Ethnic Origin</u>		
		<u>British</u>	<u>French</u>	<u>Other</u>
	%	%	%	%
Professional	20.5	16.8	27.4	32.3
Managerial	9.8	9.1	8.2	19.4
Instructors and Supervisors	33.6	34.5	35.6	22.6
Clerical	28.9	32.3	20.5	22.6
Skilled Labour	3.0	3.0	4.1	-
Other Labour	<u>4.2</u>	<u>4.3</u>	<u>4.1</u>	<u>3.2</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u>
	<u>British</u>	<u>French</u>	<u>Other</u>	
	%	%	%	%
Professional	56.5	29.0	14.5	100.0
Managerial	63.6	18.2	18.2	100.0
Instructors and Supervisors	70.8	23.0	6.2	100.0
Clerical	77.3	15.5	7.2	100.0
Skilled Labour	70.0	30.0	-	100.0
Other Labour	71.4	21.5	7.1	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	69.0	21.7	9.2	100.0

5. Department of Finance and Industry (121)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	17.5	18.4	22.2	-
Managerial	6.1	7.1	-	-
Instructors and Supervisors	3.5	2.0	-	28.6
Clerical	52.6	52.0	44.4	71.4
Skilled Labour	18.4	18.4	33.3	-
Other Labour	<u>1.8</u>	<u>2.0</u>	<u>-</u>	<u>-</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	90.0	10.0	-	100.0
Managerial	100.0	-	-	100.0
Instructors and Supervisors	50.0	-	50.0	100.0
Clerical	85.0	6.7	8.3	100.0
Skilled Labour	85.7	14.3	-	100.0
Other Labour	100.0	-	-	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	86.0	7.9	6.1	100.0

6. Department of Fisheries (20)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	-	-	-	-
Managerial	33.3	-	35.7	-
Instructors and Supervisors	26.7	-	28.6	-
Clerical	33.3	100.0	28.6	-
Skilled Labour	-	-	-	-
Other Labour	<u>6.7</u>	<u>-</u>	<u>7.1</u>	<u>-</u>
Total	100.0	100.0	100.0	-

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	-	-	-	-
Managerial	-	100.0	-	100.0
Instructors and Supervisors	-	100.0	-	100.0
Clerical	20.0	80.0	-	100.0
Skilled Labour	-	-	-	-
Other Labour	-	100.0	-	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	6.7	93.3	-	100.0

7. Department of Health (1,564)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	22.9	25.2	14.2	40.0
Managerial	1.9	2.3	1.4	-
Instructors and Supervisors	2.4	2.8	2.0	-
Clerical	17.5	20.7	13.0	9.4
Skilled Labour	6.3	6.8	4.9	7.1
Other Labour	<u>49.1</u>	<u>42.2</u>	<u>64.5</u>	<u>43.5</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	68.1	18.8	13.1	100.0
Managerial	76.2	23.8	-	100.0
Instructors and Supervisors	74.1	25.9	-	100.0
Clerical	73.2	22.7	4.0	100.0
Skilled Labour	67.6	23.9	8.5	100.0
Other Labour	53.2	40.1	6.7	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	62.0	30.5	7.5	100.0

8. Department of Labour (72)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	15.0	18.6	-	33.3
Managerial	16.7	16.3	21.4	-
Instructors and Supervisors	11.7	4.7	35.7	-
Clerical	55.0	58.1	42.9	66.7
Skilled Labour	-	-	-	-
Other Labour	<u>1.7</u>	<u>2.3</u>	<u>-</u>	<u>-</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	88.9	-	11.1	100.0
Managerial	70.0	30.0	-	100.0
Instructors and Supervisors	28.6	71.4	-	100.0
Clerical	75.8	18.2	6.1	100.0
Skilled Labour	-	-	-	-
Other Labour	100.0	-	-	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	71.7	23.3	5.0	100.0

9. Department of Lands and Mines (403)

<u>Occupation</u>	<u>Department</u>	<u>Ethnic Origin</u>		
		<u>British</u>	<u>French</u>	<u>Other</u>
	%	%	%	%
Professional	10.3	12.4	6.2	3.8
Managerial	2.0	2.1	1.2	3.8
Instructors and Supervisors	0.6	0.8	-	-
Clerical	16.3	19.8	7.4	11.5
Skilled Labour	62.5	57.0	79.0	61.5
Other Labour	<u>8.3</u>	<u>7.9</u>	<u>6.2</u>	<u>19.2</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u>
	<u>British</u>	<u>French</u>	<u>Other</u>	
	%	%	%	%
Professional	83.3	13.9	2.8	100.0
Managerial	7.14	14.3	14.3	100.0
Instructors and Supervisors	100.0	-	-	100.0
Clerical	84.2	10.5	5.3	100.0
Skilled Labour	63.3	29.4	7.3	100.0
Other Labour	65.5	17.2	17.2	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	69.3	23.2	7.4	100.0

10. Liquor Control Commission (454)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	2.2	1.5	3.1	6.7
Managerial	15.7	14.6	18.4	13.3
Instructors and Supervisors	0.3	-	1.0	-
Clerical	69.6	68.0	72.4	73.3
Skilled Labour	2.8	3.9	1.0	-
Other Labour	<u>9.4</u>	<u>12.1</u>	<u>4.1</u>	<u>6.7</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	42.9	42.9	14.3	100.0
Managerial	60.0	36.0	4.0	100.0
Instructors and Supervisors	-	100.0	-	100.0
Clerical	63.1	32.0	5.0	100.0
Skilled Labour	88.9	11.1	-	100.0
Other Labour	83.3	13.3	3.3	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	64.6	30.7	4.7	100.0

11. Department of Municipal Affairs (22)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	26.3	33.3	-	33.3
Managerial	5.3	8.3	-	-
Instructors and Supervisors	-	-	-	-
Clerical	68.4	58.3	100.0	66.7
Skilled Labour	-	-	-	-
Other Labour	-	-	-	-
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	80.0	-	20.0	100.0
Managerial	100.0	-	-	100.0
Instructors and Supervisors	-	-	-	-
Clerical	53.8	30.8	15.4	100.0
Skilled Labour	-	-	-	-
Other Labour	-	-	-	-
Civil Service	66.4	26.0	7.6	100.0
Department	63.2	21.1	15.8	100.0

12. Premier's Office (7)

<u>Occupation</u>	<u>Department</u>	<u>Ethnic Origin</u>		
		<u>British</u>	<u>French</u>	<u>Other</u>
	%	%	%	%
Professional	16.7	-	50.0	-
Managerial	50.0	66.7	50.0	-
Instructors and Supervisors	-	-	-	-
Clerical	33.3	33.3	-	100.0
Skilled Labour	-	-	-	-
Other Labour	-	-	-	-
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u>
	<u>British</u>	<u>French</u>	<u>Other</u>	
	%	%	%	%
Professional	-	100.0	-	100.0
Managerial	66.7	33.3	-	100.0
Instructors and Supervisors	-	-	-	-
Clerical	50.0	-	50.0	100.0
Skilled Labour	-	-	-	-
Other Labour	-	-	-	-
Civil Service	66.4	26.0	7.6	100.0
Department	50.0	33.3	16.7	100.0

13. Department of the Provincial Secretary (204)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	6.8	3.3	18.2	-
Managerial	9.8	11.0	9.1	-
Instructors and Supervisors	3.8	2.2	6.1	3.8
Clerical	52.6	56.0	42.4	55.6
Skilled Labour	24.1	25.3	18.2	33.3
Other Labour	<u>3.0</u>	<u>2.2</u>	<u>6.1</u>	<u>-</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	33.3	66.7	-	100.0
Managerial	76.9	23.1	-	100.0
Instructors and Supervisors	40.0	40.0	20.0	100.0
Clerical	72.9	20.0	7.1	100.0
Skilled Labour	71.9	18.8	9.4	100.0
Other Labour	50.0	50.0	-	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	68.4	24.8	6.8	100.0

14. Department of Public Works (607)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	21.6	21.7	15.8	34.4
Managerial	6.3	5.9	9.2	3.1
Instructors and Supervisors	2.7	1.6	6.6	3.1
Clerical	33.3	33.6	32.9	31.3
Skilled Labour	31.1	33.2	26.3	21.9
Other Labour	<u>5.1</u>	<u>3.9</u>	<u>9.2</u>	<u>6.3</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	74.2	13.5	12.4	100.0
Managerial	69.2	26.9	3.8	100.0
Instructors and Supervisors	45.5	45.5	9.1	100.0
Clerical	74.5	18.2	7.3	100.0
Skilled Labour	78.9	15.6	5.5	100.0
Other Labour	57.1	33.3	9.5	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	73.8	18.4	7.8	100.0

15. Department of Youth and Welfare (96)

<u>Occupation</u>	<u>Department</u> %	<u>Ethnic Origin</u>		
		<u>British</u> %	<u>French</u> %	<u>Other</u> %
Professional	12.1	8.8	11.5	33.3
Managerial	10.6	5.9	19.2	-
Instructors and Supervisors	3.0	5.9	-	-
Clerical	71.2	76.5	65.4	66.7
Skilled Labour	1.5	2.9	-	-
Other Labour	<u>1.5</u>	<u>-</u>	<u>3.8</u>	<u>-</u>
Total	100.0	100.0	100.0	100.0

<u>Occupation</u>	<u>Ethnic Origin</u>			<u>Total</u> %
	<u>British</u> %	<u>French</u> %	<u>Other</u> %	
Professional	37.5	37.5	25.0	100.0
Managerial	28.6	71.4	-	100.0
Instructors and Supervisors	100.0	-	-	100.0
Clerical	55.3	36.2	8.5	100.0
Skilled Labour	100.0	-	-	100.0
Other Labour	-	100.0	-	100.0
Civil Service	66.4	26.0	7.6	100.0
Department	51.5	39.4	9.1	100.0

CHAPTER III

THE LANGUAGE USE PATTERN WITHIN THE CIVIL SERVICE

A. The Structure of the New Brunswick Civil Service by Language Use

As would be anticipated on the basis of the ethnic origin structure of the New Brunswick civil service described in Chapter II, the great majority of civil servants are English-speaking. English is consequently the accepted working language of the civil servants.

According to our survey, the structure of the civil service by official language, that is by that language, English or French, which is most commonly used at home, is approximately 15.5 per cent French-speaking and 84.5 per cent English-speaking. These figures are rather surprising when it is considered that the civil service is by ethnic origin approximately 26 per cent French and 74 per cent of origins other than French. As a first impression it would appear that there is a significant drift by civil servants of French origin towards the acceptance of English as their official language. We shall have more to say on this point later in the chapter.

If the language use structure is further broken down to include those persons who use both English and French at home, then we find that the structure of the civil service by official language is 11.9 per cent French-speaking, 74.5 per cent English speaking and 13.9 per cent French-and English-speaking. In other words, approximately 12 per cent of New Brunswick's civil servants come from homes where French is the only language spoken while 88 per cent come from homes where English is spoken at least part of the time.

Our survey further revealed that approximately 25 per cent of New Brunswick's civil servants considered themselves to be bilingual while 73 per cent considered themselves to be English-speaking only and less than 2 per cent considered themselves to be French-speaking only. However, of these bilingual civil servants, over 90 per cent are of French ethnic origin, and it would thus appear that fluency in English is a requirement in all but very few civil service positions. In order to verify actual on-the-job language use in the civil service we will examine the internal language use pattern in the next section, and the pattern of language use in dealing with the public in Chapter IV.

B. The Policy and Administrative Levels

1. Language Used Among Deputy Ministers

There are eighteen men in the New Brunswick civil service who may be classified as Deputy Ministers. Each department of government has a deputy minister and the Department of Education has two deputy ministers, one English-speaking and one French-speaking. In addition, the chairman of the New Brunswick Liquor Control Commission and the clerk of the Legislative Counsel rank as deputy ministers. All of these men but two, one of the Deputy Ministers of Education and the Deputy Minister of Fisheries, are English-speaking New Brunswickers. Consequently the only possible occasion when French might be used in communication would be when the Deputy Minister of Fisheries has occasion to speak privately to the French-speaking Deputy Minister of Education. Only two of the deputy ministers whose native tongue is English admit to reasonable competence in the French language. The rest must be considered as unilingual English-speaking people.

Conversation carried on between deputy ministers and ministers is carried on exclusively in English with the exception of the Department of Fisheries. The Department of Education has always been under an English-speaking minister, and therefore communication between the French-speaking deputy minister and the minister is always conducted in English.

Cabinet meetings are always conducted in the English language except for possible occasional asides in French. This must be so because most of the English-speaking ministers are unilingual. Further, there is the custom in the province, as elsewhere in Canada, for French-speaking people to speak English in the presence of English-speaking people on the unflattering assumption that they are unable to speak French, and also out of courtesy.

2. Language Used Between Deputy Ministers and Their Immediate Subordinates

At this level communications are almost exclusively conducted in English, again with the usual exception of the Department of Fisheries. There is room for some communication in the French language between the French-speaking Deputy Minister of Education and one of the supervisors in the Adult Education and Physical Fitness Branch, who is French-speaking. He is the editor of the Department's publication "Profile" which is issued in the two languages.

3. Language Used at Intermediate Levels

With the exception of the Department of Fisheries, virtually all written communication in the civil service is in English (see Table 3-2). Also, with the same exception, the Fredericton offices all conduct their business in English. Our concern, therefore, in this section, is

the regional offices in mixed and French-speaking areas where English and French are both used. The Department of Lands and Mines maintains a radio communication system in which English normally predominates but where French is also employed in communications between French-speaking members of the forest service in Madawaska, Restigouche, Gloucester, Northumberland and Kent counties (see Table 3-8).

Only certain departments maintain offices throughout the province. The Department of Agriculture maintains fifteen extension offices throughout the province. Since these work directly with the local farmers, their personnel must be familiar with the language of the district. This means that the offices in Dalhousie, Bathurst, Tracadie, Richibucto, Buctouche, Moncton, Grand Falls, Edmundston, and St. Quentin are bilingual. Both languages are used by the personnel in these offices in speaking to one another and in speaking to members of the general public. The other offices (six in number) are unilingual English offices.

The Department of Lands and Mines maintains seven offices throughout the province (in Edmundston, Campbellton, Bathurst, Newcastle, Moncton, Hampden, and St. Stephen). The first three are bilingual offices where both languages are used. In addition there are many stations throughout the province belonging to the forest service. This is a uniformed, semi-military organization which patrols forests, enforces the game laws and maintains watch for fire. The rangers all speak English and are graduates of the Ranger School located in Fredericton. Instruction there is given only in English and therefore all rangers must speak English to qualify. Many rangers in the French-speaking areas are French-speaking; however English tends to predominate in the ranger service.

The Department of Provincial Secretary has been a largely English Department. All the division heads in the department are English-speaking. One of the inspectors for the Unsatisfied Judgment Fund out of three is a French bilingual person. The offices of the Motor Vehicle Branch in the French-speaking areas, of course, must have personnel who can speak to the population in their own language. These offices are bilingual.

The Department of Youth and Welfare maintains an office in each of the counties except that one office must serve the two counties of Sunbury and Queen's. The offices in Gloucester, Restigouche, Madawaska, Victoria, Westmorland, Kent and Northumberland have bilingual personnel, and are able to deal with people in either language. The remainder of the offices are unilingual English offices in English areas.

The New Brunswick Liquor Control Commission maintains 48 stores throughout the province, of which seventeen function in the two languages. These, of course, are in the French-speaking and mixed areas (Buctouche, Shippigan, Tracadie, Memramcook, Shediac, Clair, Campbellton, Bathurst, St. Quentin, Caraquet, Edmundston, Grand Falls, St. Leonards, Richibucto, Cape Bald, Kedgwick, Baie Ste. Anne).

It is apparent that English predominates at the policy and administrative levels, except in the French-speaking areas. Here French is used between French-speaking persons. However written communication with Fredericton is always in English, except in the Department of Fisheries.

C. Internal Language Use in the New Brunswick Civil Service

The language use pattern within the civil service prepared on the basis of our survey is indicated in Table 3-1. To obtain this pattern we asked the civil servants to indicate the proportion of time that they conversed in English and/or French with their superiors, co-workers, and subordinates. Table 3-2 indicates the proportion of written communication that is carried on in English and/or French. The figures in brackets indicate the percentage of the total civil service which claimed to be English-speaking only, French-speaking only, and bilingual according to the appropriate category. Thus while 73 per cent of the civil service claimed to be English-speaking only, 86 per cent of the civil service converse only in English with their superiors, 76 per cent converse only in English with their co-workers, and 79 per cent with their subordinates. These figures can be compared with the three to four per cent of the civil service that converses only in French. Comparable figures are obtained with regard to the incidence of English-only and French-only written communication.

With varying frequencies, as indicated by the last three rows of Tables 3-1 and 3-2, ten per cent of the civil service communicate in both English and French with superiors, 21 per cent communicate in both English and French with their co-workers and 17 per cent communicate in both English and French with their subordinates. These figures compare with the 25 per cent of the civil service which considers itself to be bilingual and thereby indicate that at least four per cent of the civil service consists of persons who are bilingual but have no opportunity to use a second language on their jobs. Among those persons who do use both

Table 3-1 Internal Language Use in the Civil Service

Language Used With:	<u>Superiors</u> %	<u>Co-Workers</u> %	<u>Subordinates</u> %
English Only (73%)*	86.4	75.6	78.9
French Only (2%)	3.3	3.6	3.7
English and French (25%)	10.2	20.8	17.4
English Mostly French Occasionally	5.7	9.0	6.6
English Half French Half	2.0	7.5	6.1
French Mostly English Occasionally	<u>2.5</u>	<u>4.3</u>	<u>4.7</u>
	100.0	100.0	100.0

Table 3-2 Written Internal Communication With Co-Workers

<u>Language Used</u>	<u>Proportion of Civil Service</u> %
English Only (73%)*	83.8
French Only (2%)	3.5
English and French (25%)	12.7
English Mostly French Occasionally	6.9
English Half French Half	2.9
French Mostly English Occasionally	<u>2.9</u>
	100.0

*Figures in brackets indicate the proportion of the total civil service claiming to be English-speaking, French-speaking, and bilingual, respectively.

English and French on the job, there remains a definite bias in favour of English. This bias can be observed by comparing the English Mostly with the French Mostly categories in Table 3-1 and Table 3-2. Under all circumstances, that is in conversation with superiors, co-workers and subordinates and in written communication, a greater proportion of bilingual civil servants use English most of the time than use French most of the time.

D. Mother Tongue in Relation to Years of Service

In order to distinguish any trends or shifts in the makeup of the civil service with respect to civil servants of different mother tongues, that is the language or languages most commonly spoken at home as a child, we considered the proportion of each mother tongue classification, English, French, English and French, and Other, that appeared at each level of years of service. The results are presented in Table 3-3. Table 3-4 indicates the actual proportion of the civil service at each level of years of service which is represented by the various mother tongue classifications. For example, Table 3-3 indicates that 22.7 per cent of those civil servants whose mother tongue is English have less than two years of service, while Table 3-4 indicates that of all civil servants who have less than two years service, 63.6 per cent consist of those civil servants whose mother tongue is English.

Assuming again that the same rates of attrition apply to all mother tongue classifications, it can be seen from Table 3-3 and Table 3-4 that there has been a definite shift toward the hiring of civil servants of French mother tongue within the last five years. In fact, 55.2 per

Table 3-3 Mother Tongue in Relation to Years of Service

<u>Years of Service</u>	<u>Mother Tongue</u>			
	<u>English</u>	<u>French</u>	<u>English & French</u>	<u>Other</u>
	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>
1 to 2	22.7	34.5	27.7	36.1
3 to 4	13.8	20.7	20.1	25.0
5 to 6	11.0	9.8	12.5	5.6
7 to 8	9.2	7.8	8.3	2.8
9 to 10	8.2	4.3	7.3	2.8
11 to 12	6.8	4.0	5.6	0.0
13 to 14	6.0	3.6	3.3	8.3
15 to 16	4.6	2.2	4.0	5.6
17 to 18	4.7	2.8	2.6	11.1
More than 18	<u>13.0</u>	<u>10.3</u>	<u>8.6</u>	<u>2.8</u>
	100.0	100.0	100.0	100.0

Table 3-4 Mother Tongue in Relation to Years of Service

<u>Years of Service</u>	<u>Mother Tongue</u>				<u>Total</u>
	<u>English</u>	<u>French</u>	<u>English & French</u>	<u>Other</u>	
	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>
1 to 2	63.6	24.2	9.8	2.6	100.0
3 to 4	62.4	23.4	11.4	2.8	100.0
5 to 6	72.1	16.0	10.3	1.6	100.0
7 to 8	74.3	15.7	8.3	1.6	100.0
9 to 10	79.8	10.5	8.9	0.8	100.0
11 to 12	79.2	11.6	8.2	1.0	100.0
13 to 14	79.6	12.2	5.5	2.8	100.0
15 to 16	80.0	9.3	8.6	2.1	100.0
17 to 18	79.7	11.9	5.6	2.8	100.0
More than 18	77.3	15.3	6.4	0.9	100.0
Civil Service	71.3	17.8	8.9	2.1	100.0

cent of all civil servants of French mother tongue have been hired within the last five years. On the other hand, 56.7 per cent of those civil servants whose mother tongue is English have been hired within the last nine years. Furthermore, whereas those civil servants of French mother tongue typically represent 17.8 per cent of the total civil service, they in fact represent 24.2 per cent of all civil servants of one to two years seniority and 23.4 per cent of all civil servants of three to four years seniority. Thereafter the proportion of civil servants of French mother tongue declines and reaches a low of 9.3 per cent for the fifteen to sixteen years of service level. Those civil servants of English mother tongue represent 80.0 per cent of the total number of civil servants at that level. In recent years the proportion of civil servants of English mother tongue has declined to approximately 63 per cent at the one to two years and three to four years level. Those civil servants of English mother tongue typically represent 71.3 per cent of the total civil service, and thus there has therefore been a relative decline in the number of civil servants of English mother tongue in favour of those of French mother tongue.

Little can be said regarding those civil servants of both English and French mother tongue except that they too have enjoyed a small increase in proportionate terms within the last few years.

E. Mother Tongue in Relation to Language Use

In order to obtain some measure of the degree to which persons of one mother tongue are working in the other language we considered the proportion of civil servants of each mother tongue classification with

respect to the frequency with which they used each language in conversation with their co-workers. These results appear in Table 3-5. From this table it can be observed that of those civil servants of English mother tongue 98 per cent use English exclusively in conversation with their co-workers. Of the remaining civil servants of English mother tongue, 1.5 per cent use English on most occasions while less than one-half of one per cent use French at least half of the time.

In the case of civil servants of French mother tongue, Table 3-5 indicates that 8.9 per cent use English exclusively, 54.3 per cent use English at least half of the time, 19 per cent use French on most occasions and 17.8 per cent use French exclusively. Of those civil servants of both English and French mother tongue, only 2.3 per cent use French exclusively, 10 per cent use French on most occasions, 22.1 per cent use English exclusively and the remaining 65.5 per cent use English at least half of the time.

On the basis of Table 3-5 it can be concluded that there is virtually no tendency for persons of English mother tongue to work in the French language. There is, however, a very significant tendency for persons of French mother tongue and for persons of both French and English mother tongues to work in the English language.

F. Language Patterns by Department

Tables 3-6 through to 3-11 indicate the language use pattern by various attributes for the fifteen departments of the New Brunswick civil service. Departments can readily be compared with respect to language use on the basis of these tables and it will suffice here to note some of the major features of each table.

Table 3-5 Mother Tongue in Relation to Language Use

<u>Language Use</u>	<u>Mother Tongue</u>		
	<u>French</u>	<u>English</u>	<u>French and English</u>
	<u>%</u>	<u>%</u>	<u>%</u>
French Only	17.8	0.0	2.3
English Only	8.9	98.0	22.1
English Mostly French Occasionally	26.9	1.5	37.1
English Half French Half	27.4	0.3	28.4
English Occasionally French Mostly	<u>19.0</u>	<u>0.1</u>	<u>10.0</u>
	100.0	100.0	100.0



1. Mother Tongue and Official Language (Table 3-6 and Table 3-7)

Table 3-6 describes the distribution of civil servants in each department according to mother tongue, that is the language or languages most commonly spoken at home as a child. For the civil service as a whole 17.8 per cent of all civil servants are of French mother tongue, 71.3 per cent are of English mother tongue, 8.9 per cent are of both English and French mother tongues, and 2.1 per cent are of other than English or French mother tongue. The distributions for the various departments vary considerably about these average figures. For example, the Department of Fisheries is 81.3 per cent French by mother tongue while the Department of Finance and Industry is only 4.2 per cent French by mother tongue. Other departments having a large proportion of civil servants of French mother tongue include the Premier's Office, the Civil Service Commission, and the Department of Youth and Welfare. In absolute terms the Department of Health has the largest number of civil servants of French mother tongue. Those departments which have relatively large proportions of civil servants of English mother tongue include Finance and Industry, which is more than 90 per cent of English mother tongue, the Department of Municipal Affairs, the Department of Labour, and the Department of Public Works. Again, in absolute terms, since it is the largest single department in the civil service, the Department of Health has the largest number of civil servants of English mother tongue.

Table 3-7 describes the distribution of civil servants in each department according to official language, that is the language, English or French or both, which is currently most commonly spoken at home. This table is, of course, very similar to Table 3-6, but it has been included



since it provides a rough measure of the degree of "Anglicization" which has occurred in the various departments. Comparing Table 3-7 with Table 3-6 it will be noticed that the proportions appearing under the "French" column in the former table are without exception less than those appearing under the same column in the latter table. This means, in effect, that there has been a shift among some persons in each department from the use of French at home as a child to the current use of English or the current use of French and English. In no case is there a reverse movement from the use of English at home as a child to the use of French at home currently. For the civil service as a whole, 17.8 per cent of all civil servants claimed French as their mother tongue while only 11.9 per cent claimed French as their official language. On the other hand, whereas 71.3 per cent of the civil service claimed English as their mother tongue, 73.5 per cent considered English to be their official language, and whereas 8.9 per cent claimed both English and French as mother tongues, 14.5 per cent considered English and French as their official languages. It is evident, however, that the increase in the proportion claiming English as their official language has come from those civil servants whose mother tongue was other than French or English while the increase in the proportion claiming both English and French as official languages has come from those who considered French to be their mother tongue. Thus it appears that civil servants of other than French or English mother tongue tend towards the use of the English language. Also, a significant proportion of persons whose mother tongue is French tend toward the use of both English and French not only on the job but in their homes as well.



Table 3-6 Mother Tongue by Department

<u>Department</u>	<u>Mother Tongue</u>			<u>Other</u>	<u>Total</u>
	<u>French</u>	<u>English</u>	<u>French & English</u>		
	%	%	%	%	%
Agriculture	23.8	69.9	4.2	2.1	100.0
Attorney-General	8.5	79.7	10.2	1.7	100.0
Civil Service					
Commission*	27.8	63.0	7.4	1.9	100.0
Education	17.6	72.5	7.3	2.5	100.0
Finance & Industry	4.2	90.8	3.3	1.6	100.0
Fisheries	81.3	6.3	12.5	0.0	100.0
Health	18.5	65.5	12.9	3.1	100.0
Labour	12.7	82.5	4.8	0.0	100.0
Lands and Mines	20.7	74.4	3.6	1.4	100.0
Liquor Control					
Commission	20.6	68.1	11.2	0.0	100.0
Municipal Affairs	10.0	85.0	5.0	0.0	100.0
Premier's Office	37.5	62.5	0.0	0.0	100.0
Provincial Secretary	13.3	75.9	8.2	2.5	100.0
Public Works	11.7	81.6	5.6	1.1	100.0
Youth and Welfare	26.8	62.0	9.9	1.4	100.0
Civil Service	17.8	71.3	8.9	2.1	100.0

*See footnote, P. 29.

Table 3-7

Official Language by Department

<u>Department</u>	<u>Official Language</u>			<u>Total</u>
	<u>French</u>	<u>English</u>	<u>French & English</u>	
	%	%	%	%
Agriculture	21.0	72.0	7.0	100.0
Attorney-General	6.8	84.7	8.5	100.0
Civil Service				
Commission*	20.4	63.0	16.7	100.0
Education	12.6	76.5	10.9	100.0
Finance & Industry	1.7	91.7	6.6	100.0
Fisheries	62.5	6.3	31.3	100.0
Health	11.3	67.9	20.7	100.0
Labour	4.8	83.9	11.3	100.0
Lands and Mines	17.7	75.1	7.2	100.0
Liquor Control				
Commission	10.7	69.5	19.8	100.0
Municipal Affairs	10.0	85.0	5.0	100.0
Premier's Office	25.0	62.5	12.5	100.0
Provincial Secretary	7.6	81.0	11.4	100.0
Public Works	9.0	81.3	9.7	100.0
Youth and Welfare	14.1	62.0	23.9	100.0
Civil Service	11.9	73.5	14.5	100.0

*See Footnote, P. 29.

2. Language Use

Table 3-8 indicates the language use pattern by departments and describes the frequency with which civil servants converse in English and French with their co-workers. Thus, in the Department of Agriculture, for example, 5.1 per cent of the civil servants in the department converse exclusively in French with their co-workers, 75.4 per cent converse exclusively in English, 4.3 per cent converse more often in French, 8.7 per cent converse half the time in French and half the time in English, and 6.5 per cent converse only occasionally in French.

The only department that can be described as being predominantly French-speaking is the Department of Fisheries in which 93.8 per cent of the civil servants use French on some occasion and only 6.2 per cent use English exclusively. Furthermore, 25 per cent of this department use French exclusively while another 56.3 per cent use French at least half of the time. However, as mentioned before, Fisheries is a very small department and the 6.2 per cent of the department which uses English exclusively represents in fact only one person.

The remaining departments are predominantly English-speaking departments, some more than others. For example, the Department of Finance and Industry, the Department of Labour, the Department of Municipal Affairs, and the Premier's Office are very predominantly English-speaking. Departments in which French is used to a significant degree include Youth and Welfare, Lands and Mines, and the Liquor Control Commission.



Table 3-8

Language Use by Departments*

<u>Department</u>	<u>Language Used</u>					<u>Total</u>
	<u>French</u> <u>Only</u> %	<u>English</u> <u>Only</u> %	<u>French</u> <u>Mostly</u> %	<u>French</u> <u>Half</u> %	<u>French</u> <u>Occasionally</u> %	
Agriculture	5.1	75.4	4.3	8.7	6.5	100.0
Attorney- General	0.0	84.6	0.9	3.4	11.1	100.0
Civil Service Commission**	11.3	66.0	3.8	7.5	11.3	100.0
Education	2.5	77.4	2.8	7.3	9.9	100.0
Finance and Industry	0.0	95.8	0.8	0.8	2.5	100.0
Fisheries	25.0	6.2	43.8	12.5	12.5	100.0
Health	2.4	69.6	4.0	11.8	12.2	100.0
Labour	0.0	87.1	0.0	1.9	10.9	100.0
Lands and Mines	6.7	76.1	7.3	5.6	4.2	100.0
Liquor Control Commission	5.5	71.9	7.9	3.4	11.3	100.0
Municipal Affairs	0.0	85.0	0.0	0.0	15.0	100.0
Premier's Office	0.0	71.4	14.3	0.0	14.3	100.0
Provincial Secretary	1.3	82.2	3.8	5.1	7.6	100.0
Public Works	3.4	84.2	2.5	5.7	4.1	100.0
Youth and Welfare	7.0	67.6	4.2	9.9	11.3	100.0
Civil Service	3.6	75.6	4.3	7.5	5.7	100.0

*Question 6 in questionnaire.

**See Footnote, P. 29.



Table 3-9 Language Capability by Department*

<u>Department</u>	<u>French Only</u>	<u>English Only</u>	<u>Bilingual</u>	<u>Total</u>
	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>
Agriculture	1.4	72.9	25.7	100.0
Attorney-General	0.0	80.5	19.5	100.0
Civil Service				
Commission**	9.3	61.1	29.6	100.0
Education	0.6	74.4	25.0	100.0
Finance & Industry	0.0	92.5	7.5	100.0
Fisheries	0.0	6.3	93.7	100.0
Health	2.0	66.5	31.5	100.0
Labour	0.0	82.3	17.7	100.0
Lands and Mines	4.2	71.3	21.1	100.0
Liquor Control				
Commission	0.9	68.9	30.2	100.0
Municipal Affairs	0.0	85.0	15.0	100.0
Premier's Office	0.0	71.4	28.6	100.0
Provincial Secretary	0.0	79.1	20.9	100.0
Public Works	0.7	81.2	18.1	100.0
Youth and Welfare	1.4	67.6	31.0	100.0

*Question 7 in questionnaire.

**See Footnote, P. 29.



Table 3-10 Possible Use of French by Department*

<u>Department</u>	<u>Never</u> %	<u>Occasionally</u> %	<u>Half Time</u> %	<u>Most Time</u> %	<u>Total</u> %
Agriculture	17.5	80.4	0.0	2.1	100.0
Attorney-General	43.5	54.3	2.2	0.0	100.0
Civil Service Commission**	35.7	57.1	7.1	0.0	100.0
Education	33.7	60.6	4.0	1.6	100.0
Finance and Industry	57.9	38.9	2.1	1.1	100.0
Fisheries	0.0	100.0	0.0	0.0	100.0
Health	33.5	56.8	7.9	1.7	100.0
Labour	38.0	56.0	6.0	0.0	100.0
Lands and Mines	39.6	58.4	1.2	0.8	100.0
Liquor Control Commission	57.9	39.7	1.0	1.4	100.0
Municipal Affairs	21.4	78.6	0.0	0.0	100.0
Premier's Office	0.0	80.0	20.0	0.0	100.0
Provincial Secretary	51.7	46.6	1.7	0.0	100.0
Public Works	44.0	50.1	5.0	0.9	100.0
Youth and Welfare	21.3	72.3	6.4	0.0	100.0

*Question 12 in questionnaire.

To obtain this information we asked all English unilingual civil servants to estimate, if they were able to speak French fluently, how often they would be able to use French with their co-workers (Question 12).

**See Footnote, P. 29.



Table 3-11 Possible Use of English by Department*

<u>Department</u>	<u>Never</u> %	<u>Occasionally</u> %	<u>Half Time</u> %	<u>Most Time</u> %	<u>Total</u> %
Agriculture	100.0	0.0	0.0	0.0	100.0
Attorney-General	0.0**	0.0	0.0	0.0	100.0
Civil Service					
Commission***	20.0	60.0	20.0	0.0	100.0
Education	50.0	50.0	0.0	0.0	100.0
Finance and					
Industry**	0.0	0.0	0.0	0.0	100.0
Fisheries**	0.0	0.0	0.0	0.0	100.0
Health	4.5	22.7	27.3	40.9	100.0
Labour	0.0**	0.0	0.0	0.0	100.0
Lands and Mines	40.0	60.0	0.0	0.0	100.0
Liquor Control					
Commission	66.7	0.0	33.3	0.0	100.0
Municipal Affairs	0.0**	0.0	0.0	0.0	100.0
Premier's Office**	0.0	0.0	0.0	0.0	100.0
Provincial					
Secretary	0.0**	0.0	0.0	0.0	100.0
Public Works	33.3	66.7	0.0	0.0	100.0
Youth and Welfare	50.0	50.0	0.0	0.0	100.0

*Question 12 in questionnaire.

To obtain this information, we asked all French unilingual civil servants to estimate, if they were able to speak English fluently, how often they would be able to use English with their co-workers (Question 12).

**In these departments, there are no French unilingual employees.

***See Footnote, P. 29.



CHAPTER IV

THE LANGUAGE USE PATTERN WITH THE GENERAL PUBLIC

In this chapter we consider the relative use of the two languages by members of the New Brunswick civil service in their dealings with the general public. Secondly, to provide some measure of the requirement for language training within the civil service, we consider the possible use which unilingual civil servants could make of a second language if they had the command of it, in dealing with the public. Finally, to ascertain whether the public is being served in the language appropriate to their area of the province, we consider the geographical distribution of French-speaking, English-speaking and bilingual civil servants relative to the broad language areas of the province.

A. Language Actually Used with General Public

To provide a meaningful background to this analysis we consider the language use pattern of the population of the province as a whole. Accordingly, the 1961 Census of Canada indicates that the population of the Province of New Brunswick is approximately 62.0 per cent English-speaking only, 18.7 per cent French-speaking only, and 19.3 per cent bilingual. To serve this population we have a civil service which is 73.0 per cent English-speaking only, 2.0 per cent French-speaking only, and 25.0 per cent bilingual. Thus, on a straight proportional basis for the province as a whole there are sufficient numbers of French-speaking civil servants to deal with the French-speaking population in French. Likewise there are sufficient numbers of English-speaking civil servants to deal with the English-speaking population in English.



The relative use of French and English by civil servants in conversation and written communication with the general public is indicated in Tables 4-1 and 4-2. From Table 4-1 it can be observed that 71.8 per cent of all civil servants use only English in conversation with the general public while only 1.7 per cent use only French. Thus 26.5 per cent of all civil servants use both English and French in conversation with the public, and 10.4 per cent claim to use English and French with equal frequency. In the case of written communication there is a significant increase in the exclusive use of English, a very slight increase in the exclusive use of French, and a corresponding decrease in the use of both English and French.

Table 4-3 indicates the various frequencies with which French-speaking civil servants use French in conversation with the general public. It is observed that 2.1 per cent of all French-speaking civil servants never use French in conversation with the public, 5.4 per cent always use French, and 92.5 per cent use French at least some of the time.

B. The Need for a Second Language in Dealing with the Public

In order to gauge the need for language training within the New Brunswick civil service, we asked all unilingual civil servants to indicate the frequency with which they could use the second language in dealing with the public should they become proficient in that language. The results of these questions appear in Table 4-4 and Table 4-5.

As indicated in Table 4-4, of all unilingual English-speaking

Table 4-1

Language Use of Civil Servants with
the General Public*

<u>Language</u>	<u>Percentage of Total Civil Service</u>
French Only	1.7
English Only	71.8
French Occasionally English Mostly	10.5
French Half English Half	10.4
French Mostly English Occasionally	<u>5.6</u>
Total	100.0

*Question 20 in questionnaire.

Table 4-2

Written Communication of Civil
Servants with General Public*

<u>Language</u>	<u>Percentage of Total Civil Service</u>
French Only	2.1
English Only	82.4
French Occasionally English Mostly	6.5
French Half English Half	4.8
French Mostly English Occasionally	<u>4.3</u>
Total	100.0

*Question 22 in questionnaire.

Table 4-3 Use of French by French-speaking Civil
 Servants with the General Public*

<u>Use of French</u>	<u>Percentage of French-speaking Civil Servants</u>
Never	2.1
Occasionally	21.3
Half Time	39.1
Mostly	32.0
Always	<u>5.4</u>
Total	100.0

*Question 37 in questionnaire.

To obtain the information we asked all persons completing the questionnaire in French to indicate the frequency with which they were able to use French in conversation with the public. (Question 37) This question did not appear in the English questionnaire.

civil servants, the largest single language group within the civil service, only 20.3 per cent would find no opportunity to use French in dealing with the public. Almost one per cent of this group would use French all or most of the time while another 5.6 per cent would use French at least half of the time. The remainder, 73.2 per cent, could use the second language occasionally.

Of the French-speaking unilingual civil servants, a very small group numbering slightly more than fifty, only 5.7 per cent could find no opportunity to use English. About one-third of this group would use English at least half of the time and 58.5 per cent would use it occasionally.

C. Geographical Distribution of Civil
Servants by Language Capability

In order to ascertain whether the members of the general public of New Brunswick are being served by the civil service in the language appropriate to the area in which they live we have prepared an analysis of the geographical distribution of civil servants on the basis of language ability. The results of this analysis appear in Tables 4-6, 4-7 and 4-8.

Table 4-6 indicates the geographical distribution of provincial civil servants in terms of percentage of the total civil service and in terms of percentage of the three language classifications. According to this table, for example, 11.6 per cent of all provincial civil servants are located in the city of Campbellton (mostly employed at the Provincial Hospital) and included in this group are 26.9 per cent of all bilingual civil servants, 32.0 per cent of all

Table 4-4 Possible Use of French by English
 Unilingual Civil Servants*

<u>Possible Use of French</u>	<u>Percentage of English Unilingual Civil Servants</u>
Never	20.3
Occasionally	73.2
Half Time	5.6
Mostly	0.8
Always	<u>0.1</u>
Total	100.0

*Question 14 in questionnaire.

Table 4-5 Possible Use of English by French
 Unilingual Civil Servants*

<u>Possible Use of English</u>	<u>Percentage of French Unilingual Civil Servants</u>
Never	5.7
Occasionally	58.5
Half Time	26.4
Mostly	9.4
Always	<u>0.0</u>
Total	100.0

*Question 14 in questionnaire.

To obtain this information we asked all unilingual civil servants to estimate, if they were able to speak the other language fluently, how often they thought they would be able to use it in conversation with the general public. (Question 14).

French unilingual civil servants, and 6.1 per cent of all English unilingual civil servants.

The largest percentages of bilingual civil servants are located in the cities of Campbellton, Fredericton, and Moncton, which contain, in total, roughly half of all bilingual civil servants. The largest percentages of French unilingual civil servants are located in the city of Campbellton and in the rural area of Gloucester county. The largest percentages of English unilingual civil servants are located in the two cities of Fredericton, the provincial capital, and Saint John where, in total, almost two-thirds of all English unilingual civil servants are located.

Table 4-6 also indicates the distribution of civil servants on the basis of language ability as between urban and rural locations. Thus, 74.3 per cent of all civil servants are located in urban areas while 25.6 per cent are located in rural areas. The distributions of bilingual and English unilingual civil servants between urban and rural locations are almost identical to that of the total civil service, while the French unilingual civil servants tend to be located more frequently in rural areas. According to Table 4-6, 39.7 per cent of all French unilingual civil servants are located in rural areas as compared to 26.5 per cent and 24.5 per cent for bilingual and English unilingual civil servants respectively.

In Table 4-7 and Table 4-8 we divide the fifteen counties of New Brunswick into French Counties, Mixed French and English Counties, and English Counties according to the ethnic origin structure of the

population of these counties. In Table 4-7 we present the language abilities of the civil servants located in the several counties and in Table 4-8 we present a similar treatment of the population of each county as a whole. For example, in Gloucester County we find that of the civil servants located in that county 69.5 per cent are bilingual, 9.5 per cent speak only French, and 21.0 per cent speak only English. Turning to Table 4-8 we find that of the total population of Gloucester County, 29.1 per cent are bilingual, 59.0 per cent speak only French, and 11.7 per cent speak only English.

Comparing Table 4-7 with Table 4-8 reveals that on a proportional basis for each county taken by itself there are sufficient numbers of French-speaking civil servants to deal with the French-speaking population of that county. Likewise in each county there are sufficient numbers of English-speaking civil servants to deal with the English-speaking population of that county. One exception might be Northumberland County where a population which is 13.2 per cent French-speaking only is served by a group of civil servants which is 87.5 per cent English-speaking only and 12.5 per cent bilingual. It must be emphasized, however, that these comparisons are made on a straight proportional basis for each county and there may exist specific situations within these counties where English-speaking civil servants are serving a predominantly French-speaking area and where French-speaking civil servants are serving a predominantly English-speaking area.

One of the interesting results indicated in Tables 4-7 and 4-8 is that the largest percentages of bilingual civil servants are to be found in the French counties. In Madawaska County, for example, 88.2

per cent of the civil servants are bilingual, 3.2 per cent are French-speaking only, and 8.6 per cent are English-speaking only. Madawaska county is an interesting example since the population of that county is 66.5 per cent French-speaking only, 30.5 per cent bilingual and only 3.0 per cent English-speaking only. Similar results are obtained for Kent and Gloucester Counties.

In the Mixed Counties the largest percentages of civil servants are English-speaking only with the exception of Restigouche County where the largest percentage is bilingual. The population of the Mixed Counties is, again with the exception of Restigouche County, predominantly English-speaking only. In Restigouche County the largest percentage of the population, like the civil servants, is bilingual, with the remainder divided evenly between French-speaking and English-speaking persons. Only in Restigouche and Victoria Counties are there significant numbers of civil servants who speak only French.

The interesting feature of the English-speaking Counties is the very high percentages of both the civil servants and the general public who speak only English. In Albert County, for example, all of the provincial civil servants are English-speaking only, and only in York and Saint John Counties are there significant numbers of civil servants capable of speaking French. It will be noticed from Table 4-8 that there are members of the general public in each of the English Counties who speak only French although their numbers are quite small.

Table 4-6 Geographical Distribution of Civil
 Servants by Language Capability

<u>Location</u>	<u>Percentage of Total Civil Service</u>	<u>Bilingual</u>	<u>Language</u>	
			<u>French</u>	<u>English</u>
	<u>%</u>	<u>%</u>	<u>Unilingual</u>	<u>Unilingual</u>
			<u>%</u>	<u>%</u>
<u>A. Urban Centres</u>				
Bathurst	3.0	7.2	7.5	1.4
Campbellton	11.6	26.9	32.0	6.1
Edmundston	2.1	7.5	5.7	0.2
Fredericton	35.7	15.7	9.4	43.4
Moncton	6.9	10.0	1.9	6.0
Saint John and Lancaster	<u>15.0</u>	<u>6.1</u>	<u>3.8</u>	<u>18.4</u>
Total Urban	74.3	73.4	60.3	75.5
<u>B. Counties*</u>				
Gloucester	2.9	8.9	28.3	0.3
Restigouche	1.0	2.0	3.8	0.6
Madawaska	0.7	2.0	0.0	0.2
Saint John	0.4	0.0	0.0	0.5
Albert	0.1	0.0	0.0	0.4
Carleton	1.5	0.1	0.0	2.0
Charlotte	2.6	0.2	0.0	3.5
Kent	1.5	4.7	1.9	0.4
Kings	2.1	0.1	0.0	2.9
Queens & Sunbury	1.6	0.3	0.0	2.1
Northumberland	3.4	1.6	0.0	4.1
Victoria	1.4	1.6	3.8	1.3
York	1.8	0.7	0.0	2.3
Westmorland	<u>3.9</u>	<u>4.3</u>	<u>1.9</u>	<u>3.9</u>
Total Rural	<u>25.6</u>	<u>26.5</u>	<u>39.7</u>	<u>24.5</u>
Total Civil Service	100.0	100.0	100.0	100.0

*Counties minus urban areas listed above.

Table 4-7 Language Ability of Civil Servants
 by Language Area

	<u>Bilingual</u>	<u>French</u> <u>Only</u>	<u>English</u> <u>Only</u>	<u>Total</u>
<u>French Counties</u>				
Gloucester	69.5	9.5	21.0	100.0
Kent	78.8	1.9	19.3	100.0
Madawaska	88.2	3.2	8.6	100.0
<u>Mixed Counties</u>				
Northumberland	12.5	0.0	87.5	100.0
Restigouche	57.8	4.4	37.8	100.0
Victoria	30.0	4.3	65.7	100.0
Westmorland	33.7	0.5	65.8	100.0
<u>English Counties</u>				
Albert	0.0	0.0	100.0	100.0
Carleton	2.0	0.0	98.0	100.0
Charlotte	2.3	0.0	97.7	100.0
Kings	1.4	0.0	98.6	100.0
Queen's and Sunbury	5.5	0.0	94.5	100.0
York	11.3	0.3	88.4	100.0
Saint John	10.2	0.4	89.4	100.0

Table 4-8

Language Ability of General Public
by Language Area

	<u>Bilingual</u> %	<u>French Only</u> %	<u>English Only</u> %	<u>Total</u> %
<u>French Counties</u>				
Gloucester	29.1	59.0	11.7	100.0
Kent	15.5	45.7	38.8	100.0
Madawaska	30.4	66.5	3.0	100.0
<u>Mixed Counties</u>				
Northumberland	15.6	13.2	70.6	100.0
Restigouche	35.2	32.2	32.6	100.0
Victoria	23.5	17.6	58.9	100.0
Westmorland	33.0	10.9	56.0	100.0
<u>English Counties</u>				
Albert	2.4	0.2	97.4	100.0
Carleton	1.7	0.2	98.1	100.0
Charlotte	3.8	0.4	95.8	100.0
Kings	2.5	0.1	97.4	100.0
Queen's and Sunbury	9.4	1.3	89.3	100.0
York	4.0	0.5	95.5	100.0
Saint John	8.1	0.7	91.2	100.0

Source: Dominion Bureau of Statistics, 1961 Census of Canada,
Bulletin 1.2-9 Table 66.

Conclusions

1. On a straight proportional basis for both the province as a whole and for the individual urban areas and counties there appears to be a sufficient number of civil servants who are capable of dealing with the French-speaking and English-speaking segments of the general public in the language appropriate to their own particular location.

2. English is by far the predominant language of communication between the civil service and the general public. However, at least 30 per cent of the provincial civil servants use French with the public on at least an occasional basis.

3. Only 2.0 per cent of those civil servants who claim French as their official language have no opportunity to use French in their dealings with the public.

4. Almost 80 per cent of those civil servants who speak only English signified that they would find a knowledge of French useful in their relations with the public. Since the English unilingual civil servants compose the largest single group in the New Brunswick civil service, this finding suggests the usefulness of French language training within the civil service.

5. All but 6.0 per cent of those civil servants who speak only French signified that a knowledge of English would be useful in their dealings with the public. Again this suggests that some form of language training would be helpful, but it must be emphasized that the French unilingual group is of almost insignificant size within the civil service and that the great majority of French-speaking civil servants are in fact bilingual.

6. The degree to which the New Brunswick civil service and indeed the population of New Brunswick has become bilingual has been determined almost exclusively by the need for French-speaking civil servants and members of the general public to acquire a knowledge of English. There is little tendency for English-speaking civil servants or members of the general public to learn French.

CHAPTER V

THE BILINGUAL AND THE UNILINGUAL CIVIL SERVANT

In this chapter we examine those characteristics, apart from language ability, which distinguish the bilingual civil servant from the unilingual civil servant. Accordingly, we compare places of origin, educational level, languages used in school and university, age, occupation, and salary level of civil servants who are bilingual, French unilingual and English unilingual.

A. Origin

The places or origin of New Brunswick civil servants are summarized in Table 5-1, 5-2 and 5-3. Table 5-1 indicates that the great majority of civil servants in each language classification, bilingual, French unilingual, and English unilingual, are native New Brunswickers with the English unilingual group, the largest language group within the civil service, having the smallest proportion of native New Brunswickers and the French unilingual group, a very small group within the civil service, having the largest proportion.

Over 10 per cent of the English unilingual group are originally from outside the province and included in this group are natives of every province of Canada, the United States, Great Britain, and other countries. The largest numbers of civil servants added to the English unilingual group from outside are from Nova Scotia, Great Britain, and Ontario. The Province of Quebec is the only contributor of French unilingual civil servants to the New Brunswick civil service and it is the largest contributor of bilingual civil servants from outside the

province. In the case of bilingual civil servants, however, there are small but significant contributions by Nova Scotia and Ontario.

The places of origin within the province of those civil servants who are native New Brunswickers are summarized in Table 5-2. This table is sub-divided into urban and rural components and it may readily be observed that the largest proportions of both the bilingual and English unilingual groups, 71.8 per cent and 49.2 per cent respectively, are originally from rural locations. The majority of the French unilingual group, on the other hand is from urban locations. This is surprising until one considers that eighteen of the 54 French unilinguals are employed at the Provincial Hospital in Campbellton.

The largest proportions of bilingual civil servants are originally from Gloucester County, Kent County, Restigouche County, and Edmundston in Madawaska County. The largest proportion of French unilingual civil servants are from Campbellton and Gloucester County. The places of origin of the English unilingual group are more evenly distributed throughout the province than are those of the other two classifications, but Fredericton, Saint John and York County have provided the largest percentages.

In Table 5-3 we consolidate the places of origin within the province into language areas, French Counties, English Counties and Mixed Counties, and compare the proportion of each language classification coming from these areas. Our survey indicates that 63.0 per cent of the bilingual civil servants are from the French Counties compared to 48.0 per cent of the French unilingual civil servants and 4.5 per cent of the English unilingual civil servants. From the Mixed

Counties come 34.3 per cent of the bilingual civil servants, 44.0 per cent of the French unilingual civil servants, and 24.8 per cent of the English unilingual civil servants. From the English Counties come only 2.7 per cent of the bilingual civil servants, 8.0 per cent of the French unilingual civil servants and 72.5 per cent of the English unilingual civil servants.

The fact that a total of 97.3 per cent of all bilingual civil servants come from the French and Mixed Counties is further evidence that it is largely French-speaking civil servants having a knowledge of English rather than English-speaking civil servants having a knowledge of French that contributes to the bilingual nature of the New Brunswick civil service.

B. Level of Education

The levels of education of New Brunswick civil servants classified as to language ability are indicated in Table 5-4. In the bilingual and English unilingual classifications the majority of civil servants have attended high school while in the case of the French unilingual classification the majority of civil servants have attended only elementary school. In all three classifications, the proportion of civil servants who have attended university is not significantly different, although the English unilingual group has a slightly higher proportion than either the bilinguals or the French unilinguals. The English unilingual group also has the lowest proportion of civil servants who have only attended elementary school.

One particularly interesting feature of Table 5-4 is how very

Table 5-1 Origin of Civil Servants Classified
as to Language Ability

<u>Origin</u>	<u>Language Ability</u>		
	Bilingual	French Only	English Only
	<u>%</u>	<u>%</u>	<u>%</u>
New Brunswick	93.2	95.5	89.5
British Columbia	0.2	0.0	0.2
Manitoba	0.1	0.0	0.2
Newfoundland	0.0	0.0	0.2
Nova Scotia	1.0	0.0	3.4
Ontario	1.0	0.0	1.6
Prince Edward Island	0.5	0.0	0.6
Quebec	3.8	4.5	1.0
Saskatchewan	0.0	0.0	0.3
Alberta	0.1	0.0	0.1
Great Britain	0.0	0.0	2.2
United States	0.1	0.0	0.6
Other Countries	<u>0.1</u>	<u>0.0</u>	<u>0.2</u>
	100.0	100.0	100.0

Table 5-2 Civil Servants of New Brunswick Classified
as to Language Ability and Place of Origin

<u>Origin</u>	<u>Language Ability</u>		
	<u>Bilingual</u>	<u>French</u>	<u>English</u>
	<u>%</u>	<u>Only*</u>	<u>Only</u>
		<u>%</u>	<u>%</u>
a) <u>Urban Areas</u>			
Bathurst	7.2	10.0	1.6
Campbellton	6.4	32.0	4.6
Edmundston	9.1	6.0	0.4
Fredericton	1.0	4.0	17.9
Moncton	3.5	4.5	3.5
Saint John and Lancaster	<u>1.0</u>	<u>3.5</u>	<u>12.7</u>
Total Urban	28.2	60.0	40.7
b) <u>Rural Areas</u>			
Gloucester	23.3	30.0	1.2
Restigouche	10.6	4.0	3.6
Madawaska	8.0	0.0	0.1
York	0.0	0.0	11.9
Westmorland	7.8	0.0	4.7
Saint John	0.1	0.0	3.5
Albert	0.1	0.0	3.0
Carleton	0.0	0.0	5.0
Charlotte	0.0	0.0	6.2
Kent	15.4	2.0	1.2
Kings	0.0	0.0	5.2
Queen's and Sunbury	0.5	0.0	7.2
Northumberland	4.2	0.0	6.0
Victoria	<u>1.8</u>	<u>4.0</u>	<u>2.4</u>
Total Rural	71.8	40.0	59.2
Total	100.0	100.0	100.0

*This column is distorted by the fact that about one-third of all 54 French unilingual civil servants are at the Provincial Hospital in Campbellton. For purpose of this study place of origin is that place where the civil servant obtained the largest part of his schooling.

Table 5-3 Language Area Origin of Civil Servants
Classified as to Language Ability

<u>Language Area</u>	<u>Language Ability</u>		
	<u>Bilingual</u>	<u>French</u>	<u>English</u>
	<u>%</u>	<u>Only</u>	<u>Only</u>
French Counties	63.0	48.0	4.5
Mixed Counties	34.3	44.0	24.8
English Counties	<u>2.7</u>	<u>8.0</u>	<u>72.5</u>
	100.0	100.0	100.0

Table 5-4 Educational Level of Civil Servants
Classified as to Language Ability

<u>Educational Level</u>	<u>Language Ability</u>		
	<u>Bilingual</u>	<u>French</u>	<u>English</u>
	<u>%</u>	<u>Only</u>	<u>Only</u>
Elementary School	21.3	51.6	20.8
High School	56.9	28.6	56.0
University	<u>21.9</u>	<u>19.7</u>	<u>23.2</u>
	100.0	100.0	100.0

closely the bilingual distribution follows that of the English unilingual distribution.

C. Languages Used in School and University

The language most frequently used in elementary school, high school, and university by civil servants in the three language ability classifications is indicated in Table 5-5. For example, in elementary school, 74.5 per cent of all bilingual civil servants used French most frequently while 25.5 per cent used English most frequently. At all three levels of education more bilingual civil servants used French than used English. In the case of the French unilingual civil servants, there are significant percentages who used English most frequently in school and in university but who still consider themselves to be unilingual. In fact, there are more French unilingual civil servants who used English in university than used French. These percentages may be misleading, however, since the French unilingual classification contains only fifty-three civil servants, twenty-seven of whom attended high school and ten of whom attended university. Thus the 60.0 per cent of the French unilinguals who used English in university represents only six persons. In the case of the English unilingual civil servants, only an insignificant number used French at any level of education.

D. Age Distribution of Civil Servants in the Three Language Ability Classifications

Table 5-6 indicates the age distribution of New Brunswick civil servants classified as to language ability. It is difficult to discern any trends in these distributions but it may be observed that

Table 5-5 Language Most Frequently Used in School
And University by Civil Servants Class-
ified as to Language Ability

<u>Language Used</u>	<u>Language Ability</u>		
	<u>Bilingual</u>	<u>French</u>	<u>English</u>
	<u>%</u>	<u>%</u>	<u>%</u>
a) Elementary School			
French	74.5	87.4	0.4
English	<u>25.5</u>	<u>12.6</u>	<u>99.6</u>
	100.0	100.0	100.0
b) High School			
French	57.0	70.4	0.4
English	<u>43.0</u>	<u>29.6</u>	<u>99.6</u>
	100.0	100.0	100.0
c) University			
French	66.0	40.0	0.2
English	<u>34.0</u>	<u>60.0</u>	<u>99.8</u>
	100.0	100.0	100.0

Table 5-6 Age Distribution of Civil Servants
Classified as to Language Ability

<u>Age</u>	<u>Language Ability</u>		
	<u>Bilingual</u>	<u>French</u>	<u>English</u>
	<u>%</u>	<u>%</u>	<u>%</u>
Under 25	20.0	28.8	18.5
25 to 34	24.0	15.4	19.0
35 to 44	21.8	15.4	23.5
45 to 54	22.2	27.0	24.8
Over 55	<u>12.0</u>	<u>13.4</u>	<u>14.2</u>
	100.0	100.0	100.0

a higher proportion of bilingual and French unilingual civil servants are under 35 than English unilingual civil servants. Furthermore, there are as many bilingual civil servants under 35 as are over 35 and under 55, but almost half of the English unilingual civil servants are between 35 and 55 and only 37.5 per cent are under 35. This could mean either a recent influx of young bilingual civil servants or a higher attrition rate for bilingual civil servants than for English unilingual civil servants. There is also a high proportion of French unilingual civil servants who are under 25 but any conclusions based on this figure must be tempered by an almost equally high proportion in the 45 to 54 age level.

E. Occupational Distribution of Civil Servants
in the Three Language Classifications

The percentages of civil servants in the three language ability classifications at the various occupational levels are indicated in Table 5-7. The highest proportions of bilingual and French unilingual civil servants are to be found in the Other Labour classification while the highest proportion of English unilingual civil servants is to be found in the Clerical classification. A higher proportion of English unilingual civil servants than either bilingual or French unilingual civil servants is to be found in the Professional and Clerical classifications. A higher proportion of bilingual civil servants than either French or English unilinguals is to be found in the Managerial and Instructors and Supervisors classifications. Almost two-thirds of the French unilinguals are located in the Skilled Labour and Other Labour classifications compared with 45.1 per cent of the bilinguals and 37.9 per cent of the English unilinguals.

F. Salary Levels of Civil Servants in the
Three Language Ability Classifications

The salary levels of New Brunswick civil servants classified as to language ability are indicated in Table 5-8. According to this table the English unilingual civil servants have the lowest percentage of civil servants earning less than \$4000 per annum and the highest percentage earning \$4000 to \$6000 and the highest percentage earning more than \$6000, although the differences between the English unilingual percentages and the bilingual percentages are not large. On the other hand, a very high percentage of French unilingual civil servants earn less than \$4000 while only small percentages earn \$4000 to \$6000 and more than \$6000.

Conclusions

1. A high proportion of civil servants in the three language ability classifications are native New Brunswickers although 10 per cent of the English unilingual civil servants come from outside the province.

2. More than 70 per cent of all bilingual civil servants are from the rural areas of the French and Mixed Counties. Only 2.7 per cent of the bilingual civil servants are from the English Counties. The small group of French unilingual civil servants are originally from the French and Mixed Counties in equal numbers.

3. The educational level of English unilingual and bilingual civil servants is very similar but a smaller proportion of French unilingual civil servants attended high school and university.

Table 5-7 Occupational Distribution of Civil Servants
Classified as to Language Ability

<u>Occupation</u>	<u>Language Ability</u>		
	<u>Bilingual</u>	<u>French</u>	<u>English</u>
	<u>%</u>	<u>Only</u>	<u>Only</u>
		<u>%</u>	<u>%</u>
Professional	15.8	9.7	17.3
Managerial	7.2	2.0	5.7
Instructors and Supervisors	5.9	3.8	4.6
Clerical	26.0	20.0	34.5
Skilled Labour	17.5	31.2	21.7
Other Labour	<u>27.6</u>	<u>33.3</u>	<u>16.2</u>
	100.0	100.0	100.0

Table 5-8 Salary Distribution of Civil Servants
Classified as to Language Ability

<u>Salary</u>	<u>Language Ability</u>		
	<u>Bilingual</u>	<u>French</u>	<u>English</u>
	<u>%</u>	<u>Only</u>	<u>Only</u>
		<u>%</u>	<u>%</u>
Less than \$4000	59.4	86.6	56.0
\$4000 to \$6000	25.4	7.5	28.3
More than \$6000	<u>15.2</u>	<u>5.9</u>	<u>15.7</u>
	100.0	100.0	100.0

4. English unilingual civil servants are found in relatively high proportions in the Professional and Clerical occupational classifications; bilingual civil servants are found in relatively high proportions in the Managerial and Instructors and Supervisors classifications; and French unilingual civil servants are found in relatively high proportions in the Skilled Labour and Other Labour classifications. These occupational distributions are reflected in the salary distributions where the French unilingual civil servants have a very high percentage earning less than \$4000 per annum.

CHAPTER VI

LANGUAGE TRAINING WITHIN THE CIVIL SERVICE

A. Government Encouragement of Language Training

The Government of New Brunswick has never operated a language training school for civil servants. However, in recent years it has become increasingly concerned to accommodate the wishes and rights of its French-speaking citizens. To do this, it must obviously have a sufficient number of bilingual civil servants, and yet until very recent years its basic cadre was very largely English-speaking. To deal with this problem it could either hire bilingual people to supplement the civil service as it had been, or it could undertake to train or encourage the training of its present civil servants in the other language. In fact, it has done both of these things. Both have been undertaken on a gradually increasing basis by most of the departments of government.

The language training institution which has been relied upon most heavily is the Modern Language Institute, a language school operated by Mr. E. R. Macdonald of Saint John. Beginning in 1963 Mr. Macdonald has operated courses in the Lord Beaverbrook Hotel in Fredericton which have appealed to civil servants. This is a three-year course consisting of two classes per week of one hour each. The classes are for beginners and are essentially classes in conversational French. Presently the afternoon class is for beginners and the advanced classes are held in the evening.

Civil servants are encourage to take these classes by the government through a programme of assisted payment. If the government requires a person to take the course it will pay all of the costs and it will give the employee time off to attend the classes when they occur in what would normally be working hours. If the course is undertaken at the initiative of the employee, the government will pay half of the cost provided the student qualifies to the level required at the end of each year, and will permit him time off to attend classes if the classes occur during normal working hours. In practice, all of the students taking the course to date have been doing so at their own initiative and therefore government aid has been limited to half of the costs plus time off.

It cannot be said that there has been a great rush of civil servants to take these courses. In the year 1963-64 when the course was first offered in Fredericton, there were nine first year civil service students. In the year 1964-65 there were six first year students plus five advanced students who continued from the previous year, making a total of eleven. The people taking the course have in general been subordinate civil servants, mostly stenographers and clerks. The present advanced students come from the Departments of Lands and Mines, Public Works, Health, and the New Brunswick Electric Power Commission.

The course and the instructor both enjoy a high reputation among civil servants and therefore one must conclude that the reason so few undertake the course is traceable to the fact that most see no

compelling advantage to themselves or their careers in taking the course. However, the survey revealed a much larger number studying French by other means. It is clear that the government is exerting itself to obtain more bilingual personnel to cope with the problem of communication in both languages with its citizens. On April 27, 1965, the Premier issued a directive to all cabinet ministers (with copies going to the deputy attorney general, the chairman of the New Brunswick Liquor Control Commission and the chairman of the Civil Service Commission). The directive stated in part:

It will be appreciated if you will arrange that, in future, all English-language letters will be replied to in English and all French-language letters will be replied to in French. I do appreciate that, on occasion, this procedure may cause some difficulty or inconvenience; however, the purpose of government is to provide the best possible service to all citizens and, if there is to be inconvenience, it should be borne by the provincial service, rather than by the public.

To comply with the policy expressed in this memorandum, it has been necessary to hire many bilingual clerical personnel. It is obvious that these must be persons with a reasonably high literary training in the French language. This is not the sort of training that can be had by following a course in French conversation. In practice the personnel employed have almost entirely been persons of French origin who have attended French language schools. Until recently, graduates of Notre Dame d'Acadie in Moncton have been considered well qualified for this work. Now this school is being changed in the general re-organization of higher education centring on the University of Moncton. The graduates of the Convent at Caraquet are also highly regarded for their abilities to master the written French language.

Presently there is a serious shortage of bilingual stenographers. The educational system in New Brunswick has not produced graduates whose command of written French has been up to an adequate standard. French has tended to be used, in French-speaking areas, as a means of communicating with unilingual French children when they first attend school. As they have become bilingual, more English has been added. On graduation from high school, in most cases, the quality of their written French has not been sufficiently high for employment as French stenographers, although they have been fluent in both spoken English and spoken French.

B. Language Training of Civil Service as a Whole

In the questionnaire all French unilingual civil servants were asked to indicate whether, since leaving school, they had ever taken a course or received instruction in English, or whether they ever tried to study English on their own. Likewise all English unilingual civil servants were asked to indicate whether they had ever taken a course or received instruction in French, or whether they had ever tried to study French on their own. Those answering affirmatively were further asked to state the nature of these studies and to indicate how long ago they had engaged in them. Unfortunately, several anomalies appeared in the results. In particular, it appeared that more unilingual French civil servants had studied English than the actual number of French unilingual civil servants in New Brunswick; also it appeared that the number of English-speaking civil servants who claimed to have studied French was suspiciously high. Apparently, although this question was intended only for unilingual civil servants,

some bilingual ones answered it as well, thereby swelling the percentages. For these reasons the tables presented in this chapter must, at best, be taken as an approximate rather than an accurate description.

The survey revealed that since leaving school 54 French unilingual civil servants have studied English while 520 English unilingual civil servants have studied French. To determine what type of civil servant has engaged in language study we computed the proportion of unilingual civil servants in each occupational classification, age group, and years of service category who claimed to have studied either French or English. The results of this analysis appear in Table 6-1, 6-2, and 6-3.

In table 6-1 we find that 54.7 per cent of all French unilingual civil servants have studied English while only 14.8 per cent of all English unilingual civil servants have studied French. In the Professional classification 90.0 per cent of the eleven unilingual French civil servants have studied English and 27.5 per cent of all English unilingual civil servants have studied French. The lowest proportion of French unilingual civil servants who have studied English appears in the Instructors and Supervisors classification where one-third claim to have studied English. The lowest proportion of English unilingual civil servants who have studied French appears in the Skilled Labour and Other Labour classifications. In no case does the proportion of English unilingual civil servants who have studied French equal or exceed the proportion of French unilinguals who have studied English.

Table 6-2 indicates the proportion of civil servants in each age group who have studied French or English. Thus, in the group under 25 years of age, for example, 51.5 per cent of the French unilinguals have studied English while 12.6 per cent of the English unilinguals have studied French. On the basis of Table 5-2 little can be said as to the tendency for younger or older members of the civil service to engage in language study.

Table 6-3 indicates the proportion of unilingual civil servants at various classifications of years of service who have studied either French or English. Of the 3 to 4 years group, for example, 57.7 per cent of the French unilingual civil servants have studied English while 14.3 per cent of the English unilinguals have studied French. Once again no definite tendency for junior or senior members of the civil service to study French or English can be established. It should be noted that in the 11 to 12 years group there are no French unilingual civil servants.

C. Language Training by Department

Table 6-4 shows the distribution among the several departments of the unilingual civil servants who have studied French or English since leaving school. The largest percentage of these persons for both the French unilingual group and the English unilingual group is to be found in the Department of Health, which is the largest department within the civil service and the department with the largest number of French unilingual civil servants. Second to the Department of Health, in the case of French unilingual civil servants who have

Table 6-1 Language Instruction by Occupational Classification

<u>Occupation</u>	<u>English Course</u> (French unilinguals) %	<u>French Course</u> (English unilinguals) %
Professional	90.0	27.5
Managerial	66.7	24.5
Instructors and Supervisors	33.3	23.3
Clerical	40.9	12.2
Skilled Labour	60.0	8.5
Other Labour	50.0	9.2
Civil Service	54.7	14.8

Table 6-2 Those Having Taken Language Instruction by Age Group

<u>Age Group</u>	<u>English Course</u> (French unilinguals) %	<u>French Course</u> (English unilinguals) %
Under 25	51.5	12.6
25 to 34	58.8	16.0
35 to 44	60.0	15.2
45 to 54	50.0	16.2
Over 55	40.0	13.2
Civil Service	54.7	14.8

Table 6-3 Language Instruction by Years of Service Classification

<u>Years of Service</u>	<u>English Course</u> (French unilinguals) %	<u>French Course</u> (English unilinguals) %
1 to 2	51.4	16.4
3 to 4	57.7	14.3
5 to 6	42.9	15.7
7 to 8	42.9	15.7
9 to 10	50.0	13.7
11 to 12	-	15.2
13 to 14	75.0	9.3
15 to 16	50.0	15.1
17 to 18	66.7	12.7
Over 19	66.7	14.7
Civil Service	54.7	14.8

Table 6-4

Language Instruction by Department

<u>Department</u>	<u>English Course</u>	<u>French Course</u>
	(French unilingual) %	(English unilingual) %
Agriculture	4.2	4.5
Attorney-General	0.0	3.5
Civil Service Commission	4.2	1.3
Education	0.0	16.0
Finance and Industry	0.0	4.5
Fisheries	0.0	0.0
Health	54.2	35.1
Labour	0.0	3.8
Lands and Mines	25.0	11.0
Liquor Control Commission	8.3	3.3
Municipal Affairs	0.0	1.3
Premier's Office	0.0	0.3
Provincial Secretary	0.0	4.3
Public Works	0.0	7.8
Youth and Welfare	<u>4.2</u>	<u>3.5</u>
Total	100.0	100.0

studied English, is the Department of Lands and Mines which contains one-quarter of all French unilingual civil servants who have studied English. This department, and the Department of Education, also contains a large percentage of English unilingual civil servants who have studied French. Only in the Department of Fisheries, a small department which is almost completely made up of French-speaking civil servants, is there no English unilingual civil servant who has studied French. As indicated above (Chapter III), many departments do not contain French unilingual civil servants and therefore these departments indicate no civil servants having studied English.

D. Nature and Time Period of Language Study

The type of English study pursued by the French unilingual civil servants who claim to have studied English since leaving school is presented in Table 6-5 for each age group. An identical analysis for English unilingual civil servants who claim to have studied French appears in Table 6-6. The figures in brackets indicate the actual numbers who replied to the relevant survey questions. Table 6-5 shows that the largest percentage of French unilingual civil servants who have studied English have done so on an individual basis rather than by following a formal course or taking instruction from a private tutor. On the other hand, as can be seen in Table 6-6, the largest percentage of English unilingual civil servants who have studied French have done so through formal courses in all age groups with the exception of those over 55. In this case the largest percentage have studied French on an individual basis but even here one-quarter have studied French in a formal course and another 20 per cent have done so with a private tutor.

Table 6-5 Type of English Study by Age Group

French Unilinguals

<u>Age Group</u>	<u>Type of English Course</u>				<u>Total</u> %
	<u>Formal</u> %	<u>Private Tutor</u> %	<u>Individual</u> %	<u>Other</u> %	
Under 25 (17)*	29.4	11.8	47.1	11.8	100.0
25 to 34 (10)	0.0	0.0	77.8	22.2	100.0
35 to 44 (12)	36.4	0.0	54.5	9.1	100.0
45 to 54 (11)	11.1	11.1	55.6	22.2	100.0
Over 55 <u>(4)</u> (54)	0.0	25.0	50.0	25.0	100.0

Table 6-6 Type of French Study by Age Group

English Unilinguals

<u>Age Group</u>	<u>Type of French Course</u>				<u>Total</u> %
	<u>Formal</u> %	<u>Private Tutor</u> %	<u>Individual</u> %	<u>Other</u> %	
Under 25 (81)*	54.6	11.8	16.8	16.8	100.0
25 to 34 (111)	45.5	11.4	25.0	18.2	100.0
35 to 44 (125)	31.4	22.9	27.1	18.6	100.0
45 to 54 (135)	28.1	21.6	22.3	28.1	100.0
Over 55 <u>(68)</u> (520)	25.0	20.8	34.7	19.4	100.0

*Bracketed figures indicate actual numbers of persons.

Table 6-7 indicates when the unilingual civil servants who claim to have studied French or English actually engaged in these studies. Of the French unilinguals under 25 who have studied English, 30.8 per cent were doing so at the time of the survey and another 30.8 per cent had done so within the past year. All ten of the unilingual French civil servants in the 25 to 34 age group claimed to be doing so at the time of the survey. It is also interesting to note that 42.9 per cent of the French unilinguals in the 45 to 54 age group were currently studying English. In the case of the English unilinguals who have studied French, the largest percentage at every age level with the exception of the under 25 group engaged in French study more than five years ago. It would seem, therefore, that there is greater pressure on the French unilingual civil servants to learn English than on the English unilingual civil servants to learn French at the present time and in the immediate past. However, Table 6-8 does indicate that substantial numbers of English unilingual civil servants are studying French now, or have done so within the past five years.

Table 6-7 Time Period of English Study by Age Group

French Unilinguals

<u>Age Group</u>	<u>Currently</u> %	<u>Time of Course</u>		<u>3-5 Years</u> %	<u>Over 5 Years</u> %
		<u>Past Year</u> %	<u>1-2 Years</u> %		
Under 25 (17)*	30.8	30.8	7.7	15.4	15.4
25 to 34 (10)	100.0	0.0	0.0	0.0	0.0
35 to 44 (12)	0.0	0.0	11.1	0.0	88.9
45 to 54 (11)	42.9	14.3	0.0	0.0	42.9
Over 55 $\frac{(4)}{(54)}$	0.0	0.0	33.3	0.0	66.7

Table 6-8 Time Period of French Study by Age Group

English Unilinguals

<u>Age Group</u>	<u>Currently</u> %	<u>Time of Course</u>		<u>3-5 Years</u> %	<u>Over 5 Years</u> %
		<u>Past Year</u> %	<u>1-2 Years</u> %		
Under 25 (81)*	19.3	30.3	18.3	23.9	8.3
25 to 34 (111)	15.2	16.7	18.9	24.2	25.0
35 to 44 (125)	14.9	18.4	9.9	22.7	34.0
45 to 54 (135)	10.5	17.0	11.8	15.0	45.8
Over 55 $\frac{(68)}{(520)}$	14.1	14.1	14.1	7.7	50.0

*Bracketed figures indicate actual numbers of persons.

CHAPTER VII

TRANSLATION ARRANGEMENTS

Since the New Brunswick civil service departments have remained largely autonomous one from another, there has been no attempt to impose a central translation arrangement upon the entire civil service. In fact, at time of writing no office exists to perform a translation service for the various departments. Each, therefore, must make its own arrangements for translation when this is necessary. In the course of several interviews leading civil servants and ministers mentioned that once the civil service is brought together in the new large Centennial Building presently under construction, they hope to see a central translation service established. They explained, however, that such an arrangement would not be practical at present when the civil service is scattered in several buildings throughout the city of Fredericton and in the barracks area at St. Anne's Point.

A. Fredericton

Since all of the departments of government have their head offices in the City of Fredericton, an English-speaking city, they conduct virtually all of their operations in the English language. Also this is a customary procedure going back to the time when the English-speaking people were a much larger percentage of the population than they are at present, and when the French-speaking people were largely rural settlers in the remote areas. From colonial times English has been the language used in the government. French has only been used as a courtesy to the French-speaking population, and as a means of communicating with them.

It enjoys no special legal status in New Brunswick such as it enjoys in the Quebec and federal governments.

An exception to this dominance of the English language is the Department of Fisheries. It is only two years old and caters to the fishery which is predominantly in the hands of French-speaking people along the north shore of the province. Since the Minister, Deputy Minister and the majority of civil servants in the department are French-speaking, French is the usual language employed in the offices of the department both in Fredericton and in the field.

Each department makes its own arrangements for answering letters in French and meeting people in the French language. On April 27, 1965 Premier Robichaud sent a memorandum to all of the deputy ministers asking that letters be replied to in the language, French or English, used by the citizen communicating with the government. All departments have had to make some arrangement for dealing with French correspondence. In some departments the Premier's directive caused no dislocation whatever because they were already answering French letters in French and therefore had the personnel to do this. In other cases, changes had to be made. In the Premier's Office, for example, there are two executive assistants to the Premier, one whose native language is French and the other whose native language is English. Each has a secretary, one whose first language is English, the other whose first language is French. Clearly there is no problem whatever in dealing with inquiries and letters in both English and French. The small Department of Fisheries also has no difficulty. Most of its personnel are French-speaking and all of those employed in Fredericton are bilingual. Letters received in French were always answered in French, and letters received in English were always answered in English.

In the larger departments, there is normally one person in the department to whom members of the departmental service turn to have their correspondence translated into French, or, less frequently, to have the French they themselves have composed checked for accuracy. For example, in the Department of Education there are two deputy ministers, one whose first language is English, the other whose first language is French. The French-speaking deputy minister has a French-speaking secretary. The letters from the department to citizens whose first language is French are sent normally by the French-speaking deputy minister and are type-written by his secretary. This means, therefore, that in addition to his regular duties, the deputy minister is obliged to check over and in some cases translate correspondence intended for French-speaking citizens. The volume of this correspondence, he reports, is not great.

In the office of the Provincial Treasurer there is now a bilingual secretary who can translate letters into French when required. Otherwise, the personnel of this department is English-speaking.

In the Attorney-General's office, while the deputy minister is English-speaking, there is a French-speaking Acadian on the staff who can meet French-speaking persons, and who handles French correspondence. The department is about to acquire a second French-speaking lawyer. In the administrative offices there are two persons who speak French, the lawyer mentioned above and a stenographer.

In the Department of Lands and Mines there is no formal arrangement for translation but the department relies on the French-speaking director of the Fish and Wild Life Branch in Fredericton. He translates

what French correspondence the department conducts. In the Forest Protection Branch there is also an English-speaking person who has a command of French and can speak to French-speaking visitors. The major problem is rendering technical material such as the game laws and fishing laws into French. The most recent version of these was prepared by the wild life biologist in the Fish and Wild Life Branch, who is a French-speaking person. His translation was then checked by the French-speaking Deputy Minister of Education.

The Department of Labour employs "three or four stenographers" who can prepare a rough working translation of letters which come in in French for consideration of the department's officers. Replies are then prepared and translated into French by these stenographers. Three of the department's officers are able to translate. Two of them are French-speaking Acadians. There is no one in the department who is qualified to translate important documents; so these are sent to be done by people outside the department, such as staff members at the University of New Brunswick or technically qualified persons in other departments.

The Department of Industry is a very small department in which there is virtually no demand for French correspondence or the presence of French-speaking persons in the head office in Fredericton. The deputy minister himself, while of British origin, is able to speak French. He grew up in Montreal. There is one French-speaking junior employee in the Fredericton office who handles what little translation the department has.

The Department of Youth and Welfare was created in 1960 by transferring the responsibility for youth and welfare from the Department of

Health to a new department. Since the department is concerned to serve the public directly, it equipped itself to handle correspondence in both languages from the outset. Beginning in about 1950 letters relating to youth and welfare were answered in French if the initial inquiry came to the department in that language. This practice has, of course, been continued after the separation from the Department of Health. The department has for some time been attempting to engage as many bilingual personnel as possible in order to fulfil this function. The department has bilingual clerical and stenographic personnel in all the divisions of the head office in Fredericton, plus the general administration of the department. There are four directors of divisions; two of these are French-speaking and two English-speaking New Brunswickers. Each division also has an assistant director and, except for one vacancy, he is English if the director is French, and French if the director is English.

We shall now turn to the departments of government in which the minister is French-speaking. In these cases it is normal for the minister's secretary to be a French-speaking person with bilingual capabilities. Therefore, if the minister is French-speaking, there is certain to be a competent bilingual person available to deal with correspondence in the French language.

Of all the departments of government, the Department of Health is the one which is considered to be most concerned to respond to the demands and desires of the French-speaking community. Since the Robichaud government came to power in 1960, the department has been under Dr. Georges Dumont as Minister of Health. He has from the outset been very concerned to see that the French-speaking community is well represented and fairly

treated in and by his department. He began using a bilingual letterhead in 1961 - the first department to do so. French correspondence is, of course, handled by the minister himself and by his executive assistant who is also French-speaking and a man of some standing, a previous Member of the Canadian House of Commons. The department is adequately equipped with bilingual personnel. In addition to the minister and his administrative assistant, the department employs a French-speaking information writer, several clerk-stenographers, typists, clerks, etc. The hospital services director is French-speaking, as is the hospital administration examiner, the director of rehabilitation, the sanitary engineering director, the public health nursing director, the public health instructor. From this it is apparent that the department is able to meet all demands for translation and performance in the French language.

The Department of Municipal Affairs is a small department. It employs one bilingual secretary who sends out all of the correspondence which leaves the department in French. Since the minister himself is French-speaking, most of his correspondence is in the French language. It is the responsibility of the bilingual secretary to render into French all communications which the departmental civil servants wish sent out in that language. Two of the eight persons in the administration of the department are bilingual people of French origin.

The Department of Public Works is divided into two sections, each under a deputy minister. Both deputies are English-speaking but the minister is French-speaking. The minister has a bilingual secretary who handles much of the French correspondence of the department. Under the Deputy Minister of Highways there is a bilingual stenographer who

takes charge of translating all correspondence that is to go out in French. Under the Deputy Minister of Buildings, the secretary to the architectural director is bilingual and translates all letters going out in French from that section of the department.

The Department of Provincial Secretary has a French-speaking minister and an English-speaking deputy minister. The secretary to the minister is a French-speaking bilingual person. Until the Premier's directive was circulated, the department sent out its letters in English. Since that time it has been answering letters in the language of the person writing. As an interim measure to provide the translation necessary, the department employed a bilingual student stenographer for the summer months. It was intended to replace her with a permanent person when she returned to her studies in the autumn. When the office was visited, she had 61 letters ahead of her to translate.

Since the appointment of Joseph LeBlanc as minister, the department has ordered French letterheads to be used in corresponding with the persons who write to the department in French. The English letterhead, of course, will be retained for correspondence in English.

The New Brunswick Liquor Control Commission, of course, does not come under a minister. The chairman is English-speaking but one of the members of the Commission is French-speaking. The department issues its annual report in French as well as in English and issues its price lists in the two languages as well. It issues its interdiction orders in both languages so that persons who are denied the privilege of purchasing liquor in government stores will not be able to plead inability to understand. There are two bilingual persons employed in the head office in

Fredericton. The French-speaking Commissioner handles most of the correspondence in the French language.

The Department of Agriculture has a French-speaking minister who, of course, has his own bilingual secretary. The deputy minister is English-speaking as is his executive assistant. However, the director of the agricultural education branch is a French-speaking bilingual person and he is called upon to translate most of the letters which go from members of the civil service to the public in French. Since the department is catering to an industry which is mostly in the hands of English-speaking people, it is remarkable how much attention is given to the recognition of the French fact in New Brunswick. A telephone call to the minister's office was met by an answer in French. The department has had a French letterhead since 1964. It issues a publication to advise potato farmers of market and crop conditions which appears in both languages - English in the left column and French in the right. The latter publication is prepared by the department in English and is printed by a French language publishing house in Edmundston which prepares the French translation. The translation is later checked in the department's office before being printed.

From the above review, it is obvious that, in the absence of an overall government policy, each department undertakes to meet the translation problem in its own way. There is general agreement that citizens who address the government in French should be answered in the same language, but in some cases there is some difficulty in doing this. This is especially true where the inquiry is of a particularly technical nature, and where personnel best able to deal with the problem are English-speaking only. The favourite method is to employ a bilingual secretary

who will be able to render into French the words of the English-speaking superior or expert. In the course of making this study, it was found that both members of the civil service and members of the general public were sympathetic to the policy of the government in having French correspondence answered in French. The French-speaking people have not shown a prickly sensitivity on this question in general, although of course, the Acadian nationalist organizations have made representations for more French in the public service.

The presence of a French-speaking minister makes a significant difference under the present government. He has his personal secretary who is of French origin and bilingual - which provides for a bilingual power nexus at the top of the administrative pyramid. Also he normally seeks to see his group represented in the department in an equitable manner. Therefore as vacancies occur he is bound to have this in mind. Also he is likely to be concerned to render his department competent to serve the French-speaking citizens in their own language. It is the minister who chooses, if he decides to exercise this right, among the applicants for a position who have been qualified by the Civil Service Commission. Therefore he is in a position, over a period of time, seriously to affect the composition of the personnel of his department.

B. French-speaking Counties (Madawaska,
Gloucester and Kent)

While the translation arrangements in Fredericton are generally of an ad hoc and informal nature, those in the regional offices are even more so. In no case is anyone hired as a translator, but personnel are employed who are bilingual where it is necessary that they be so for

them to do their jobs properly. Thus, in the French-speaking counties it is normal for every government office to have at least one person in the office who is competent in French. Normally this person will be of French origin. Since the population in these counties is overwhelmingly French-speaking and since many people do not speak English there, most of the contacts made by the civil service with the population must be in French. On the other hand, the language of administration is English. Therefore, reports and memoranda going to head office in Fredericton in virtually all cases go in English. This means that personnel who deal with the population must be French-speaking or bilingual, and personnel who communicate with head office must be English-speaking or bilingual.

1. Madawaska County

The typical pattern for provincial government offices in Madawaska county is for the working language in the office to be French and the language used in dealing with the public to be French. However, correspondence with Fredericton is carried on almost entirely in English. This means that the director of the office must be bilingual or English-speaking. There must be at least one person in the office who can speak English in case the need should arise.

Since most government publications are issued only in English, it is often necessary for the staff to translate these into French. For example, the polio card issued to the Department of Health nurses had to be translated, and the mimeographed course outlines issued by the County Superintendent of Schools to the teachers are translated by the superintendent into French. This, of course, represents an additional burden on members of civil service staff which does not exist in the English-speaking counties.

An additional problem arises where only English-speaking staff are available to serve a largely French-speaking population. When this occurs, a bilingual superior must do much extra work to help such unilingual juniors. This can be a problem in certain professional fields where bilingual personnel are difficult to obtain. For example, it is difficult to find bilingual nurses. Even when they can be obtained, the demand for their services in the Province of Quebec is such that many leave for positions there.

In the relatively unskilled categories, it is fairly easy to secure the services of French-speaking persons with adequate competence in English. For example, the liquor store in Edmundston is staff entirely by French-speaking people, all but one of whom has an adequate competence in the English language. This store operates essentially in French except, of course, for written reports and orders going to Fredericton which must be in English.

The forest service in Edmundston is staffed entirely by French-speaking persons who are bilingual. The jurisdiction of the office extends into the English area of Victoria county and, therefore, competence in English is necessary for members of this office. The writer was informed that about three-quarters of all persons coming into the office speak French. While some wardens do not speak English, these people work in close contact with assistant rangers who are bilingual and, therefore, no serious language problems arise.

The Department of Public Works maintains an office in which all of the employees are French-speaking but where the district engineer is a unilingual English person. Therefore the office personnel must

be bilingual. The staff in the garage are all French-speaking. The district accountant, a bilingual French-speaking person, translates the memoranda which arrive in English from Fredericton for the employees or supervisors whose language is French. Out of eight supervisors in the county, only two are unable to speak English; the rest are bilingual French-speaking people.

In the Motor Vehicle Branch, the writer was informed that about 80 per cent of the inquiries are made in French. The person in charge of the office is an English-speaking bilingual person with a French-speaking assistant and the driver examiner is an English-speaking bilingual person.

2. Gloucester County

In general, the situation in Gloucester county is somewhat similar to that in Madawaska except that the role of English is greater. In the eastern end of the county, the population is overwhelmingly French, and in the western end, it is mixed. Since Bathurst, in the west, is the largest and most important town, most of the civil service offices are located there. The language of business in the town is mostly English and the government offices tend to use English rather more than French. For example, in the Motor Vehicle Branch, the person in charge of the office is English but his assistant is a bilingual French-speaking person. About three-quarters of the inquiries coming into the office are in French. Correspondence with Fredericton, of course, is in English and circulars turned out by the Fredericton head office are also in English. Some of these are translated in the office by bilingual personnel. The driver examiner is a bilingual French-speaking person. The Department

of Agriculture employs a French-speaking home economist and French-speaking agricultural representatives. The home economist serves a largely French-speaking community and therefore she must translate the monthly news letter from Fredericton into French. This raises an interesting problem. Some of the words used in English are also used in French whereas the technically correct word is not generally known. For example, the term 'crewel embroidery' is not familiar to most of the French-speaking women. The solution adopted is to use the French term with the English one in brackets following it.

In most government offices in Bathurst, the personnel is partly English-speaking and partly French-speaking. The office of the county superintendent of schools is an exception where the personnel is all French-speaking. In addition to their normal duties, they translate some circulars from English into French. The office of the Department of Public Works is headed by the district highway engineer who is English-speaking only. The office has a bilingual secretary who can assist in interpreting. The accountant is English-speaking and acts as the office manger, and the general superientendent of the department in the county is English-speaking and bilingual. The Bathurst office of the Department of Lands and Mines consists of four male employees and one stenographer. Three are English-speaking and one is French-speaking. English is the language used in the office and all letters to Fredericton plus most of those to the mining companies and members of the public are in English. The legislation relating to mining is in English; and French-speaking prospectors go through the process of establishing their claims by completing forms in English. The office of the Department of Health in Bathurst is staffed predominantly by French-speaking people and French

is the language of conversation in the office; however, records are kept in English and letters are dictated in the English language. In general then, one could say that French-speaking personnel often predominate in the Bathurst offices of the government, that the French language is often the language of conversation in the office, but that records are normally kept in English and communication with Fredericton is always conducted in English.

In the small French-speaking communities at the east end of Gloucester county, such as Caraquet, Tracadie, Shippegan, etc., one finds French predominating. For example, in the liquor store in Caraquet there are four employees, all of whom are French-speaking and all are adequately bilingual for the purposes of their positions. In the office of the Department of Lands and Mines in Bertrand, there are eleven men working out of this office, ten of whom are French-speaking bilingual people and the other an English-speaking person. The fisheries school at Caraquet which comes under the Department of Fisheries operates in the French language and all students to date have been French-speaking. The director of this school reports to Fredericton in the French language - an exception from the usual practice in reporting to government offices.

3. Kent County

Since Kent County has no incorporated towns and is located close to the city of Moncton in Westmorland county, it tends to be served from offices located there. Our survey revealed only 67 civil servants who gave Kent as their county of employment. This is the lowest figure for any county except tiny Albert. Such an arrangement is maintained by the Department of Agriculture. It has an office in Moncton

from which agricultural representatives are sent out to the counties of Westmorland, Albert and Kent. English-speaking personnel serve the English-speaking parts of Westmorland county and the area around Rexton in Kent county. French-speaking personnel serve the rest of Kent county and the French-speaking parts of Westmorland county centring on Shediac. There are two liquor stores in the county, at Richibucto which employs six persons, three of French origin and three of British, and Buctouche which employs four persons all of French origin. All personnel are sufficiently bilingual to fill orders in either language. The Department of Lands and Mines maintains five persons in Buctouche, two of British origin and three of French; two in St. Paul both of French origin; one in St. Mary's who is of French origin. The Department of Public Works maintains its garage in Rexton where the district engineer is of French origin and where the personnel are "90 per cent French" as reported by the deputy minister. In general, then, the pattern in Kent county is that the personnel be of French origin but sufficiently bilingual to be able to meet whatever demands are made upon them for expression in English.

In short, the pattern in the French-speaking counties is for French to predominate in contacts between civil servants and the public, but for English to be almost always available either through competent bilingual staff or unilingual English personnel. Technical and professional people are often English-speaking, and sometimes unilingual English. Records are kept in English and contact with Fredericton is in English, except for the Department of Fisheries. While the majority of civil servants here are of French origin, many senior persons are not. It is here that one finds more bilingualism in the civil service than anywhere else - although in Madawaska the balance swings in favour of French.

C. Mixed Counties (Restigouche, Victoria,
Northumberland and Westmorland)

1. Restigouche County

Restigouche county is 68 per cent French by origin. Not surprisingly, therefore, there is a large degree of bilingualism in both the community and the civil service there. Much the largest civil service unit is the provincial hospital at Campbellton. It employs 372 persons, 238 of whom are bilingual according to figures supplied by the personnel officer of the Department of Health. The 134 unilingual persons are all English-speaking; 59 of these are psychiatric attendants. Of the thirteen registered nurses, nine are unilingual English people. This is because of the great difficulty of obtaining French-speaking registered nurses. Bilingual doctors are, of course, preferred and of the eight on staff, five are in fact bilingual. The clerical staff which must meet the public is bilingual although many of those who do not have to meet the public are unilingual. Of six clerk-typists, five speak only English. Since the patients are about 80 per cent French-speaking, it is clear that there is some shortage of French-speaking personnel in key positions. As in other parts of the government service, records are kept in the English language. Forms which may have to be signed by relatives of patients, however, are available in either the French or English languages. Similarly, the admission forms and instructions are issued in both languages.

In Campbellton the district officer for the Department of Lands and Mines is of British origin but he can speak acceptable French. In the office, French is the language spoken by the clerks to one another. About 60 per cent of the personnel are of French origin. Of thirteen ranger districts, six of them come under French superior officers.

Letters which come to the office in French are answered in French. A clerk translates from English.

The district engineer for the county of Restigouche is an English-speaking Protestant although his name is French. A bilingual stenographer translates letters into French from English where this is necessary to answer correspondence which has arrived in French. The office employs two English-speaking and two French bilingual clerical personnel. Of eight mechanics, four are English and four are of French origin and six of seven supervisors are of French origin, all of whom but one speak English. Of the six different locations, the equipment operators speak French in four and English in two.

The liquor store in Campbellton employs fourteen clerks, seven of French origin and seven of British; all are bilingual. The smaller stores are: St. Quentin with two French-speaking employees only; Dalhousie with eight employees, three French and five English (two of whom are bilingual); Jacquet River with four employees, one of French origin, three of British origin (two of whom are bilingual); Kedgwick with two French-speaking employees only.

The Campbellton office of the Motor Vehicle Branch is staffed by three persons, one of British origin and two of French. Both French-speaking persons are bilingual. In addition there are six persons who man the scales; three are of French origin and bilingual and three of British and unilingual. In general, then, one might say that in Restigouche county French-speaking employees tend to be the more numerous although there are English-speaking personnel in key positions. Bilingualism prevails throughout the public service in the county.

2. Victoria County

In Victoria county where 44 per cent of the population is French in origin, English tends to prevail in the civil service. For example, of the four ranger districts under the Department of Lands and Mines whose personnel are in part at least in Victoria county, there are two forest rangers II who are of French origin and one other employee who is French in origin out of a total of 23 persons. In the Department of Public Works the district engineer at Andover is of British origin and it is estimated that about 40 per cent of the personnel would be bilingual who work out of this office. The southern part of the county is essentially English-speaking and the French-speaking population is concentrated in settlements in the northern part of the county.

3. Northumberland County

Northumberland is much the most English of all of the mixed counties with only 31 per cent of its population French in origin. The predominant towns of Chatham and Newcastle are essentially English-speaking communities. Out of ten ranger districts under the Department of Lands and Mines, only one comes under a forest ranger of French origin. Out of a total of 76 employees only three are bilingual personnel. The district engineer for the Department of Public Works is of British origin and the personnel are about 25 per cent bilingual working out of that office. The liquor stores reflect the same English dominance. The store in Chatham employs eleven English-speaking personnel; the store in Newcastle fourteen persons, ten of whom are of British origin, four of French origin, one of whom speaks only English. In Doaktown the store employs four English-speaking persons. In general, one could say that English predominates in Northumberland county, both in the public service and in the life of the county. The French-speaking population is largely bilingual and where it is not, it lives mostly in isolated rural areas.

4. Westmorland County

The largest and most populous of the mixed counties is Westmorland. It is 44 per cent French by origin with the French population living in the Shediac district along the north shore, in the city of Moncton and in the area between Dorchester and Moncton. There are three ranger districts under the Department of Lands and Mines in the county which are under English-speaking rangers. There are two French-speaking personnel in one of these districts, and one in another. The liquor stores reveal a different pattern from place to place: in Moncton there are three stores, each with fourteen employees. One has six French-speaking and eight English-speaking employees, another four French-speaking and ten English-speaking, a third, seven and seven. In Shediac there are six employees, four of whom are of French origin and two of British who are bilingual. The Sackville store employs six persons, four of British origin and two of French; and the Port Elgin store, four, two of French origin and two of British origin, one of whom is bilingual. In Petitcodiac the six personnel are all English-speaking whereas in Cape Bald the four personnel are all of French origin. The personnel of French origin in these stores are sufficiently bilingual to fill orders in English. The district engineer for the Department of Public Works in Moncton is of British origin and about 25 per cent of the personnel working out of that headquarters are bilingual. In Westmorland one notices strong regional differences: some areas are similar in ethnic and language composition to the French-speaking counties, others resemble the English-speaking ones. Moncton is the most bilingual and balanced place of all in this respect.

D. The English-speaking Counties

Here there is little demand for bilingualism, and little to be found. These counties are all below 18 per cent French by origin, and the communities are in practice unilingually English. Therefore, those few bilingual civil servants located there have almost no opportunity to use the French language at work. In these counties the work of the civil service is carried on virtually exclusively in English.

CHAPTER VIII

OTHER AGENCIES

In this chapter we examine, from the point of view of ethnic origin composition, language use, and language training, four of the agencies of the New Brunswick government that do not come under the jurisdiction of the Civil Service Commission; the New Brunswick Electric Power Commission (NBEPC), the New Brunswick Development Corporation (NBDC), the New Brunswick Research and Productivity Council (NBRPC), and the New Brunswick Workmen's Compensation Board (NBWCB).

The approximate number of employees in each of these agencies at the time of our survey was as follows:

NBEPC	1157
NBRPC	19
NBDC	7
NBWCB	105

Since the tables in this chapter, as in the previous chapters, are presented in terms of percentages for purposes of comparison, it must be remembered that large percentages in the case of the NBRPC and the NBDC will refer to small absolute numbers of employees.

A. Ethnic Origin

The ethnic origin composition of the four agencies under consideration are indicated in Table 1. Included in this table are the corresponding figures for the civil service as a whole and for the population of the province.

It can be seen from Table 8-1 that the ethnic origin composition of the four agencies under consideration is significantly different from

that of the civil service and of the population of the province as a whole. The most notable difference is of course the very high percentages of employees of British origin in the four agencies as compared with the civil service and general population. There is a corresponding low percentage of employees of French origin in all agencies and there are in fact no employees of French origin in the NBDC, a small agency employing only seven persons. In the case of the NBRPC and the NBDC there are high percentages of persons of other than French or British origin. Again, it must be remembered that these are small, very specialized agencies and any comparison between them and the civil service as a whole and the general population has very little meaning.

B. Language Capabilities of Employees of the Other Agencies

The language capabilities of the employees of the NBEPC, NBDC, NBRPC, and NBWCB are indicated in Table 8-2, where they are also compared with those of the civil service and the population of the province as a whole. In the NBEPC, for example, 84.2 per cent of the employees are English unilingual, 0.5 per cent are French unilingual, and 15.3 per cent are bilingual, while in the civil service 73.0 per cent are English unilingual, 2.0 per cent are French unilingual, and 25.0 per cent are bilingual, and in the general population of the province, 62.0 per cent are English unilingual, 18.7 per cent are French unilingual, and 19.3 per cent are bilingual.

Two interesting observations can be made on the basis of Table 8-2. In the first place, the English unilinguals comprise very large percentages of all four agencies in comparison with the civil service and the province as a whole. Secondly, we note the negligible number

Table 8-1 Ethnic Origin of Employees of Other Agencies

<u>Ethnic Origin</u>	<u>Agency</u>					Province of New Brunswick
	<u>NBEPC</u> %	<u>NBDC</u> %	<u>NBRPC</u> %	<u>NBWCB</u> %	<u>Civil Service</u> %	
British	75.4	83.0	73.7	75.6	66.8	55.1
French	16.3	0.0	5.3	16.8	25.7	38.9
Other	<u>8.3</u>	<u>17.0</u>	<u>21.0</u>	<u>7.6</u>	<u>7.6</u>	<u>6.0</u>
Total	100.0	100.0	100.0	100.0	100.0	100.0

Table 8-2 Language Capability of Employees of Other Agencies

<u>Language Capability</u>	<u>Agency</u>					Province of New Brunswick
	<u>NBEPC</u> %	<u>NBDC</u> %	<u>NBRPC</u> %	<u>NBWCB</u> %	<u>Civil Service</u> %	
English Only	84.2	83.0	79.0	85.0	73.0	62.0
French Only	0.5	0.0	0.0	0.0	2.0	18.7
Bilingual	<u>15.3</u>	<u>17.0</u>	<u>21.0</u>	<u>15.0</u>	<u>25.0</u>	<u>19.3</u>
Total	100.0	100.0	100.0	100.0	100.0	100.0

of French unilingual employees in these agencies. In fact, only the NBEPC employs French unilinguals and these number only five out of a total employment of 1157.

All four agencies have respectable percentages of bilingual civil servants but these percentages are low in comparison with that of the civil service. The NBDC, a very small agency, employs only one bilingual person and the NBRPC, another small agency, employs four. Although the percentages of bilingual employees in the NBEPC and the NBWCB are somewhat smaller than those of the NBDC and the NBRPC, these agencies are considerably larger in terms of numbers of employees and they thus employ many more bilingual persons. The NBWCB has its office in Saint John, an English-speaking city -- a factor likely to influence the personnel towards English unilingualism. Moreover, the NBEPC and the NBWCB would generally have more contact with the public and would therefore require more employees capable of dealing with the public in both languages.

C. Language Use Within the Other Agencies

As in the civil service, the language of internal communication within the government agencies is very predominantly English. In the NBDC, for example, English is used exclusively while in the NBRPC two of the four bilingual employees found that they used French only occasionally in conversation with superiors, co-workers and subordinates and only one indicated that he used French occasionally in written communication with his co-workers.

The language use pattern within the NBEPC and the NBWCB is

somewhat more varied since these two agencies have a larger number of French unilingual and bilingual employees. Table 8-3 and Table 8-4 indicate the language use pattern within the NBEPC and Tables 8-5 and 8-6 indicate the language use pattern within the NBWCB. To obtain this information we asked the employees of these agencies to estimate the frequency with which they used French and/or English in conversation with their superiors, co-workers, and subordinates and the frequency with which they used French and/or English in written communication with their co-workers. The figures in brackets after the language classifications indicate the percentage of that agency which claimed to be English unilingual, French unilingual, and bilingual.

From Table 8-3 it may be observed that 91.0 per cent of the employees of the NBEPC used only English in conversation with their superiors, 0.9 per cent used only French, and 8.1 per cent used both French and English. In this latter category we find that 4.1 per cent of the employees of the NBEPC use English mostly and French occasionally, 2.2 per cent use English and French with equal frequency, and 1.8 per cent use French mostly and English occasionally. Similar figures appear for conversation with co-workers and subordinates but in these cases somewhat higher percentages of the employees use both French and English. Table 8-4 indicates that 92.0 per cent of the employees of the NBEPC use English exclusively in written communication with their co-workers, while 0.9 per cent use French exclusively and 7.1 per cent use both English and French.

Table 8-5 indicates the language use pattern within the NBWCB. In this agency, we find that 90.5 per cent of the employees use only

English in conversation with their superiors, and 9.5 per cent use both English and French. No employees of the NBWCB use French exclusively and there are no French unilinguals employed in this agency. However, it is interesting to note that all bilingual employees have some occasion to use French in conversation with their co-workers. In the case of written communication, 89.5 per cent of the employees use English exclusively while 10.5 per cent use both French and English. Again, no employees use only French in written communication.

To gauge the usefulness of a knowledge of the second language within the other agencies we asked all French unilingual employees to estimate the frequency with which they could use English should they become proficient in English. Similarly, we asked all English unilingual employees to estimate the frequency with which they could use French should they become proficient in that language. The five French unilingual employees of the NBEPC indicated that they would have some use for English in conversation with their co-workers. One indicated that he would use English about half of the time while the remaining four indicated that they would use English only occasionally.

Table 8-7 indicates the response of the English unilingual employees. Within the NBEPC, 66.4 per cent of the English unilingual employees indicated that they would have no occasion to use French in conversation with their co-workers, 31.2 per cent indicated that they would use French occasionally, 1.2 per cent indicated they would use French about half of the time, and 1.2 per cent indicated that they would use French most of the time. In the NBDC, 60.0 per cent of the English unilingual employees indicated that they would use French occasionally.

Table 8-3 Language Use Within the New Brunswick
Electric Power Commission

<u>Language Used With:</u>	<u>Superiors</u>	<u>Co-workers</u>	<u>Subordinates</u>
	<u>%</u>	<u>%</u>	<u>%</u>
English Only (84.2%)*	91.0	85.0	89.0
French Only (0.5%)	0.9	0.6	0.8
French and English (15.3%)	<u>8.1</u>	<u>14.3</u>	<u>10.2</u>
English Mostly French Occasionally	4.1	7.6	5.0
English Half French Half	2.2	3.9	2.8
English Occasionally French Mostly	<u>1.8</u>	<u>2.8</u>	<u>2.3</u>
	100.0	100.0	100.0

Table 8-4 Language Used in Written Internal Communication
With Co-workers in the New Brunswick Electric
Power Commission

<u>Language Used</u>	<u>Percentage of NBEPC</u>
	<u>%</u>
English Only (84.2%)	92.0
French Only (0.5%)	0.9
French and English (15.3%)	<u>7.1</u>
English Mostly French Occasionally	4.0
English Half French Half	1.6
English Occasionally French Mostly	<u>1.5</u>
Total	100.0

*Figures in brackets indicate percentage of NBEPC having that particular language capability. eg., 84.2% of NBEPC speaks only English but 91.0% speaks only English with superiors.

Table 8-5 Language Use within the New Brunswick
 Workmen's Compensation Board

<u>Language Used With:</u>	<u>Superiors</u> %	<u>Co-workers</u> %	<u>Subordinates</u> %
English Only (85.0%)*	90.5	85.0	91.0
French Only (0.0%)	0.0	0.0	0.0
French and English (15.0%)	<u>9.5</u>	<u>15.0</u>	<u>9.0</u>
English Mostly French Occasionally	5.7	12.3	6.9
English Half French Half	1.9	0.9	1.0
English Occasionally French Mostly	<u>1.9</u>	<u>1.8</u>	<u>1.0</u>
Total	100.0	100.0	100.0

Table 8-6 Language Used in Written Internal Communication
 with Co-workers in the New Brunswick Workmen's
 Compensation Board

<u>Language Used</u>	<u>Percentage of NBWCB</u>
English Only (85.0%)*	89.5
French Only (0.0%)	0.0
French and English (15.0%)	<u>10.5</u>
English Mostly French Occasionally	6.6
English Half French Half	1.9
English Occasionally French Mostly	<u>1.9</u>
Total	100.0

*Figures in brackets indicate percentage of NBWCB having that particular language capability. Eg. 85.0% of the NBWCB speaks only English but 90.5% speaks only English with superiors.

Table 8-7 Possible Use of French Within the Other Agencies*

<u>Agency</u>	<u>Never</u> %	<u>Occasionally</u> %	<u>Half Time</u> %	<u>Most Time</u> %	<u>Total</u> %
NBEPC	66.4	31.2	1.2	1.2	100.0
NBDC	40.0	60.0	0.0	0.0	100.0
NBRPC	75.0	25.0	0.0	0.0	100.0
NBWCB	56.8	40.7	2.5	0.0	100.0

*To obtain this information we asked all English unilingual civil servants to estimate, if they were able to speak French fluently, how often they would be able to use French in conversation with their co-workers, superiors and subordinates. (Question 12 in questionnaire, Appendix 2).

In the NBRPC, one-quarter of the English unilingual employees would use French occasionally and in the NBWCB 40.7 per cent would use French occasionally and 2.5 per cent would use it half of the time.

D. Language Use with the General Public

In our survey we asked the employees of the agencies outside the civil service to indicate the frequency with which they used French and/or English in conversation and in written communication with the general public. Our findings are presented in Table 8-8 and Table 8-9.

As would be expected on the basis of the language capabilities of the employees of these four agencies, the great majority deal with the public in English only. There are, however, relatively large percentages of these employees who deal with the public in both English and French. Only in the case of the NBEPC do we find employees who deal with the public exclusively in French.

Table 8-8 indicates that 84.9 per cent of the employees of the NBEPC converse exclusively in English with the general public while 0.5 per cent converse only in French, and 14.6 per cent converse in both English and French. In the bilingual classification, 5.2 per cent of all employees use English most of the time and French occasionally, 6.6 per cent use English and French with equal frequency, and 2.8 per cent use French most of the time and English occasionally. Similar figures appear for the other agencies with the exception that in no other agency do any employees use French exclusively.

In the case of written communication with the general public,

as indicated in Table 8-9, we find that slightly higher percentages of the employees of these agencies use English exclusively and in the NBEPC we find that the percentage of employees using French exclusively has increased by 0.5 per cent. Again, in the other three agencies there are no employees who use French exclusively in written communication with the general public.

To gauge the usefulness of a second language in dealing with the public we asked all French unilingual employees to indicate the frequency with which they would use English should they become proficient in English, and similarly, we asked all English unilingual employees to indicate the frequency with which they would use French in dealing with the general public should they become proficient in French. All five of the French unilingual employees of the NBEPC indicated that they would use English occasionally in dealing with the public.

The response of the English unilingual employees is indicated in Table 8-10. In each agency we find that a very high percentage of the English unilingual employees could use French at least occasionally, and in the NBRPC, all English unilingual employees indicated that they could use French at least some of the time. In the NBEPC, 4.7 per cent of the employees indicated that they would use French half of the time and another 1.0 per cent indicated that they would use French most of the time.

E. Language Training in the Other Agencies

On the basis of the findings in the previous two sections, it is apparent that language training, and training in French particularly,

Table 8-8 Language Use in Conversation with the General Public by Employees of the Other Agencies

<u>Language Used</u>	<u>Agency</u>			
	<u>NBEPC</u> %	<u>NBDC</u> %	<u>NBRPC</u> %	<u>NBWCB</u> %
English Only	84.9	83.0	84.0	88.4
French Only	0.5	0.0	0.0	0.0
French and English	<u>14.6</u>	<u>17.0</u>	<u>16.0</u>	<u>11.6</u>
English Mostly French Occasionally	5.2	0.0	10.5	4.9
English Half French Half	6.6	0.0	5.3	3.9
English Occasionally French Mostly	<u>2.8</u>	<u>17.0</u>	<u>0.0</u>	<u>2.9</u>
Total	100.0	100.0	100.0	100.0

Table 8-9 Language Used in Written Communication with the General Public by Employees of the Other Agencies

<u>Language Used</u>	<u>Agency</u>			
	<u>NBEPC</u> %	<u>NBDC</u> %	<u>NBRPC</u> %	<u>NBWCB</u> %
English Only	90.5	83.0	89.5	90.4
French Only	1.0	0.0	0.0	0.0
French and English	<u>8.5</u>	<u>17.0</u>	<u>10.5</u>	<u>9.6</u>
English Mostly French Occasionally	4.5	0.0	10.5	6.6
English Half French Half	2.7	17.0	0.0	1.0
English Occasionally French Mostly	<u>1.4</u>	<u>0.0</u>	<u>0.0</u>	<u>2.0</u>
Total	100.0	100.0	100.0	100.0

Table 8-10

Possible Use of French with the General
Public by Employees of the Other Agencies*

<u>Agency</u>	<u>Never</u> %	<u>Occasionally</u> %	<u>Half Time</u> %	<u>Most Time</u> %	<u>Total</u> %
NBEPC	23.7	70.6	4.7	0.9	100.0
NBDC	20.0	80.0	0.0	0.0	100.0
NBRPC	0.0	92.3	7.7	0.0	100.0
NBWCB	38.6	56.8	4.5	0.0	100.0

*(Question 14 in questionnaire).

would be extremely useful to the employees of the government agencies outside the civil service, both for purposes of internal communication and for communication with the general public. Also, such training would contribute to higher quality service at least in terms of public satisfaction. In this section, we examine what efforts have been made by the employees of these agencies to obtain language training. To obtain this information we asked all unilingual employees to indicate whether they had taken any sort of course or had done individual study in the other language since leaving school. Those who signified that they had in fact studied the other language were further asked to state the nature of these studies and to indicate when they had undertaken them.

Of the five French unilingual employees, all of whom are employed by the NBEPC, only one indicated that he had studied English since leaving school. This person was currently taking this course from a private tutor at the time of our survey.

With the exception of the NBDC, a small agency in which English is used exclusively and which employs only one bilingual person, all agencies reported that some English unilingual employees had studied French since leaving school. In the NBRPC, for example, five employees indicated that they had studied French since leaving school. Two of these had studied French within the last two years and the other three had done so over three years ago. Only one of these five indicated that he had taken a formal course in French while the others had done self-study or undertaken some other means of studying French.

In the larger agencies considerably more employees indicated

that they had studied French since leaving school. Seventy-five employees of the NBEPC, or 9.3 per cent of the English unilingual employees of that agency, and 17 employees of the NBWCB, or 19.1 per cent of the employees of that agency, indicated that they had studied French since leaving school. The analysis of these studies appears in Table 8-11 and Table 8-12.

As indicated in Table 8-11, over one-half of the English unilingual employees of the NBEPC and the NBWCB who have studied French have done so in a formal course or through a private tutor. The remainder have studied French either on their own or by some other arrangement.

No trend either towards or away from the study of French in the NBEPC can be established on the basis of Table 8-12. In the case of the NBWCB, however, 41.2 per cent of all English unilingual employees who had studied French claimed to be doing so at the time of our survey and another 11.8 per cent had done so within the past year. These percentages would seem to indicate a recent interest in the study of French within that agency.



Table 8-11 Type of French Study Pursued by English
Unilingual Employees of the NBEPC and the NBWCB*

<u>Means of Study</u>	<u>NBEPC</u> %	<u>NBWCB</u> %
Formal Course	48.5	11.8
Private Tutor	12.4	41.2
Individual Study	16.5	41.2
Other	<u>22.7</u>	<u>5.9</u>
Total	100.0	100.0

*75 employees of the NBEPC and 17 employees of the NBWCB indicated that they had studied French since leaving school. This table refers only to these people.

Table 8-12 Time Period of French Studies by English
Unilingual Employees of the NBEPC and the NBWCB*

<u>Time</u>	<u>NBEPC</u> %	<u>NBWCB</u> %
Currently	15.8	41.2
Past Year	22.1	11.8
1 to 2 Years Ago	14.7	5.9
3 to 5 Years Ago	15.8	17.6
More than 5 Years Ago	<u>31.6</u>	<u>23.5</u>
Total	100.0	100.0

*75 employees of the NBEPC and 17 employees of the NBWCB indicated that they had studied French since leaving school. This table refers only to these people.

CHAPTER IX

SUMMARY AND CONCLUSION

From what has gone before it is apparent that the Province of New Brunswick is predominantly an English-speaking province. The official language for purposes of government documents and legislative debates is English; and the working language in the civil service is predominantly English. However, since the French-speaking population of the province has become more numerous and more urbanized, and because the civil service is now rendering more services which bring the civil servant into personal contact with the citizens, there has been an increasing tendency to hire French-speaking civil servants to facilitate communication with the French-speaking people, and to give career opportunities to French-speaking people.

Fifty-five per cent of the population of the province is of British origin and 39 per cent is of French origin. However, there is a sharp distinction between the distribution of the groups of British origin and of French origin in the rural non-farm and urban categories. About 51 per cent of the French ethnic group are rural non-farm, while 38 per cent are urban. The British distribution is almost the reverse: 38 per cent rural non-farm and 52 per cent urban. Since most civil service positions require skills normally possessed by urban people and since residence in an urban area is a requirement for most civil service jobs, it is not surprising that the English-speaking group, which is the more urbanized one, has a more than proportionate share of civil service positions. Sixty-seven per cent

of the positions in the New Brunswick civil service are held by persons of British origin, and 26 per cent by persons of French origin. This dominance by persons of British origin is less striking when we compare it to the urban population of the province which is 62 per cent British and 32 per cent French. In other words, the British ethnic group is over-represented by five percentage points when compared with the urban population of the province, and the French ethnic group is under-represented by six percentage points. Since the prevailing language used in the civil service is English, it is not surprising that employment there is more attractive to English-speaking persons. The under-representation of the French population is therefore, no greater than might be expected.

There are striking differences between the departments in the ethnic composition of their civil servants. At one extreme is the Department of Finance and Industry in which 87 per cent of the employees are of British origin, and at the other is the Department of Fisheries where 94 per cent of the employees are of French origin. However, of the fifteen departments, eight have roughly the same ethnic origin distribution as the civil service as a whole and only three have a distribution which is reasonably proportional to that of the population of the province (Department of Youth and Welfare, The Civil Service Commission and the Premier's Office). It is interesting to note that the two most recently created departments, Fisheries in 1963, and Youth and Welfare in 1960, are the ones in which French representation is the highest.



Persons of French ethnic origin tend to receive lower salaries than those of British and other ethnic origins. Over 30 per cent of the civil servants of French origin receive salaries below \$3000 per year compared to 22 per cent of the British ethnic group and 21 per cent of the others. The median salary for persons of French origin is \$3,589 compared to \$3,874 for those of British origin and \$4,221 for those of other than British or French origins. More than half of the civil servants of French origin have been hired within the last five years, indicating the pronounced trend toward the hiring of French civil servants in recent years. It is to be expected that civil servants with very little seniority will receive lower salaries than those with more. However, the main reason for the relatively low salaries for the civil servants of French origin is traceable to their relatively low level of educational attainment, resulting in their concentration in the low salary occupational groups such as Other Labour, Skilled Labour and Clerical. The relatively small proportion of civil servants of French origin who have more than five years of service may indicate a higher rate of attrition among them because in most positions the working language is English and the capital city is an English-speaking one, or it may simply reflect a tendency to hire more of them in recent years.

The 1961 census reveals that 18.7 per cent of New Brunswickers consider French to be their official language, i.e. the language most frequently used at home. This is well below the 39 per cent of the population which is French by ethnic origin, suggesting that there is a tendency for the population of French origin to become anglicized.

This trend is even more marked in the civil service of the province, which our survey showed to be 84.5 per cent English-speaking and 15.5 per cent French-speaking. Twenty-five per cent of the civil service consider themselves to be bilingual, 2 per cent are French-speaking only and 73 per cent English-speaking only. Those who consider themselves bilingual are 90 per cent French in ethnic origin, indicating a much stronger tendency among the French-speaking population to learn English than among the English-speaking population to learn French. Of the persons whose mother tongue is English, 98 per cent work only in the English language. In comparison, of the persons whose mother tongue is French only 17.8 per cent work in French only; 8.9 per cent work only in English and 26.9 per cent mostly in English. There is also a tendency for civil servants whose native language is French to use English in the home at present. In every department the percentages of persons of French mother tongue are larger than the percentages of French official language, indicating a movement from French to English. In no case is there a movement in the other direction. While 17.8 per cent of all civil servants claim French as their mother tongue, only 11.9 per cent have French as their official language. Civil servants whose mother tongue is other than English or French use English overwhelmingly.

This tendency for persons of French mother tongue to adopt English is readily understood when one considers that the working language of the civil service is English in most circumstances. In all departments except the Department of Fisheries official communications with Fredericton are carried on entirely in English, and English is the

language used by the policy and administrative levels in all of these departments. Only in the Departments of Education and Fisheries are there French-speaking deputy ministers. Internal written communications within the civil service are carried on in English except for the Department of Fisheries.

The language use pattern of the civil service is much more English than that of the province as a whole. Whereas 62.2 per cent of the province is English unilingual, 73.3 per cent of the civil service is. Whereas 18.7 per cent of the province is French unilingual, 2.0 per cent of the civil service is. While 19.3 per cent of the province is bilingual, 25.0 per cent of the civil service is bilingual. There is no doubt that the French language group is proportionately under-represented, but it is also apparent that the 18.7 per cent of the population which is French-speaking only is served by a civil service 27 per cent of whom can speak French. When considered on a geographical basis (in this case by county) there appears to be a sufficient proportion of civil servants to serve the French-speaking population in every county except Northumberland, where only 12.5 per cent of the civil servants speak French; 13.2 per cent of the population of Northumberland county is French unilingual. This picture is in terms of overall totals and naturally specific situations are bound to exist in which communication is difficult because of the language barrier.

The largest percentages of bilingual civil servants are to be found in the French-speaking counties: 88.2 per cent of the civil servants in Madawaska, 78.8 per cent in Kent and 69.9 per cent in Gloucester. In the mixed counties, over 65 per cent of civil servants

are English-speaking only, except for Restigouche county in which 57.8 per cent are bilingual. In no case among the mixed counties does the French unilingual group number more than five per cent. In all the English-speaking counties over 88 per cent of the civil servants are English unilingual.

While English is by far the predominant language of communication between the civil service and the general public, at least 30 per cent of the provincial civil servants use French with the public at least on an occasional basis. Only 2 per cent of the civil servants who claim French as their official language have no occasion to use it in their dealings with the public. Almost 80 per cent of the English unilingual civil servants indicated that they would find a knowledge of French useful in their relations with the public. Since this group comprises almost three-quarters of the total civil service, this finding suggests the appropriateness of French language training for these people. All but six per cent of the small French unilingual group indicated that a knowledge of English would help them in their dealings with the public as well. The majority of civil servants whose mother tongue is French have already acquired bilingual capabilities. The same cannot be said for the group whose mother tongue is English.

There is a striking difference in the educational level of the French unilingual group compared to the other two. Over half of this group has not gone beyond elementary school whereas only 21.3 per cent of the bilinguals and 20.8 per cent of the English unilinguals have attended only an elementary school. On the other hand, the proportion of French unilinguals that have attended university is not significantly

different from that of the bilinguals and English unilinguals. The percentages vary from 19.7 per cent for the French unilinguals to 23.2 per cent for the English unilinguals. The relatively poor educational qualification of the great majority of the French unilinguals of course accounts for their concentration in the lower salary brackets. This suggests that, in general, it is necessary to speak English to advance to higher and better paid positions. To be able to speak French does not, apparently, confer the same advantage.

Of the bilingual civil servants, 74.5 per cent used French in elementary school, indicating a pronounced tendency among those who undertake their primary education in French to learn the second language. Of those bilinguals with a high school education, 57.0 per cent studied in French and 43.0 per cent in English. Among those with a university education, 66.0 per cent worked in French and 34.0 per cent in English. However, the major factor influencing bilingualism seems to be county of origin. Less than three per cent of the bilingual civil servants come from the English counties. A high proportion of New Brunswick civil servants come from the province, although ten per cent of the English unilinguals are from outside the province.

There is a striking difference between the two unilingual groups. Over half of the French unilinguals have studied English since leaving school, whereas less than fifteen per cent of the English unilinguals studied French since leaving school. However, over half of the French unilinguals who studied English did so by study on their own - the means reflecting most initiative and least opportunity. On the other hand, of the English unilinguals who have studied French,

most did so by following formal courses - reflecting greater opportunity. These facts suggest much greater concern on the part of French unilinguals to learn English, than of English unilinguals to learn French. And the reason is surely the need for a command of English for advancement.

The pattern in the non-civil service agencies is for English to be more dominant than in the civil service itself. The four agencies (New Brunswick Electric Power Commission, New Brunswick Workmen's Compensation Board, New Brunswick Research and Productivity Council, and the New Brunswick Development Corporation) are specialist ones in which a large proportion of the personnel are technically qualified to a fairly high degree. In the case of the Workmen's Compensation Board, the location in Saint John militates against significant representation of French-speaking people.

Recent developments in the New Brunswick civil service indicate growing concern to make concessions in the interest of the French-speaking minority. More bilingual civil servants have been hired since 1960 than ever before, and the government has asked that correspondence be replied to in the language of the person writing. This has led to persons being hired to translate material into French on a scale greater than ever before. The newer departments (Youth and Welfare, and Fisheries) reflect this changed attitude by having the largest proportion of bilingual personnel on staff of any of the departments.

A civil service is bound to be a reflection of the society it serves. The long-standing dominance of English reflects the situation in the province. Economic life has been largely carried on in English.

The media of communication have always operated mainly in English. The educational system has long favoured training in English over French. The province has always used English for its official documents, for debates in the Legislative Assembly, and English has been the language used in the higher echelons of the civil service. French came to be used in the civil service to communicate with the French-speaking population, and to give recognition to the French-speaking minority.

Recently the situation has changed. The French-speaking population has come to play a larger role in the public and business life of the province, and has come to expect and to receive recognition in the civil service. More French-speaking people are trained to the level where they qualify for responsible civil service positions, and they have been hired at an accelerated rate, especially in the last five years or so. This study has shown a picture of the service in the midst of this process of change.

APPENDIX I

TERMS OF REFERENCE

Ethnic participation and language use in the Provincial Government of New Brunswick. The public service is to be described demographically in terms of ethnicity and language characteristics by departments, by location and by administrative level. The actual use of language and recognition given to cultural differences is to be studied within the policy and administrative levels, both at Fredericton and in regional locations.

APPENDIX II

QUESTIONNAIRE ON WHICH THIS STUDY BASED.

QUESTIONNAIRE ON THE USE OF THE TWO LANGUAGES
(ENGLISH AND FRENCH)

IN THE NEW BRUNSWICK PUBLIC SERVICE

Dear Sir or Madam:

Here is your questionnaire on the use of the two languages, English and French, in the New Brunswick Public Service.

When you and your fellow workers have completed these forms they will be sent to me, so that I can piece together a picture of where each language is used and where both are used. From this questionnaire I hope to be able to write an analysis in some detail of the Service by departments, by administrative levels and by location.

As you can appreciate, your co-operation is earnestly sought and urgently needed in order for me to complete this survey. *You will need approximately 10 minutes to complete this questionnaire.*

Premier Robichaud has authorized me to conduct this survey. The Chairman of the Civil Service Commission and the Executive of the Civil Service Association of New Brunswick Inc. have agreed to help with the administration.

The questionnaire has been printed in both English and French.

Complete the questionnaire in the language you know better.

If possible, *please complete and return the questionnaire and the answer sheet on the same day that you receive it.* The representative, who delivers and collects the questionnaire and the answer sheet, will be prepared to assist you with the completion of both.

The "answer sheet" accompanies the questionnaire. Please complete both the questionnaire and the answer sheet (thus your answers will be marked *twice*) as explained on the following page through an example. On the questionnaire you answer by *circling* the number of your answer. On the answer sheet you pencil the space between the dotted bars having the number of your answer and located on the line the number of which is the same as the question number. Please use a soft, not too pointed lead. On the questionnaire please carefully follow instructions between questions when there are some. Give only one answer to each question.

You will notice that *you are not required to give your name.* The forms will be sent directly to me and your answers will remain anonymous. The results are to be used for statistical purposes only.

I extend my sincere thanks for your co-operation.

Sincerely,



HUGH G. THORBURN,
Associate Professor of
Political Studies,
Queen's University.

Before you start answering the questions please read carefully the following example.

EXAMPLE

Questionnaire :

Q. 15. *If you were able to speak French fluently, how often do you think you would be able to use it when speaking with members of the general public ?*

1 — Never

2 — Occasionally

3 — About half the time

④ — Most of the time

5 — Always

6 — This situation does not
apply to me

Question
Number

Circled
Answer
Number

Answer Sheet

15

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

Question
Number

Answer
Number

Filled space
corresponding
to Answer
Number

NOTE :

If a question is not to be answered on the answer sheet but on the questionnaire only, skip the corresponding line on answer sheet.

Q. 1. *Where do you work ?*

- | | | | |
|--|--|---|--|
| 1 — Bathurst | 2 — Campbellton | 3 — Edmunston | 4 — Fredericton |
| 5 — Moncton | 6 — Saint John & Lancaster | 7 — Gloucester County
(Except Bathurst) | 8 — Restigouche County
(Except Campbellton) |
| 9 — Madawaska County
(Except Edmunston) | 10 — York County
(Except Fredericton) | 11 — Westmorland County
(Except Moncton) | 12 — Saint John County
(Except Saint John &
Lancaster) |
| 13 — Albert County | 14 — Carleton County | 15 — Charlotte County | 16 — Kent County |
| 17 — King's County | 18 — Queen's & Sunbury
Counties | 19 — Northumberland County | 20 — Victoria County |
-

Q. 2. *How many years altogether have you worked for the New Brunswick Civil Service or Crown agency ?*

- | | | | |
|------------------------------------|-----------------------------|-----------------------------------|------------------------------|
| 1 — One or two years | 2 — Three or four years | 3 — Five or six years | 4 — Seven or eight years |
| 5 — Nine or ten years | 6 — Eleven or twelve years | 7 — Thirteen or fourteen
years | 8 — Fifteen or sixteen years |
| 9 — Seventeen or eighteen
years | 10 — Nineteen years or more | | |
-

Q. 3. *In which department or agency do you work ?*

- | | | | |
|---|---------------------------|-------------------------|--|
| 1 — Agriculture | 2 — Attorney General | 3 — Civil Service Comm. | 4 — Education |
| 5 — Finance & Industry | 6 — Fisheries | 7 — Health | 8 — Labour |
| 9 — Lands & Mines | 10 — Liquor Control Comm. | 11 — Municipal Affairs | 12 — Premier's Office |
| 13 — Provincial Secretary | 14 — Public Works | 15 — Youth & Welfare | 16 — N.B. Electric Power
Commission |
| 17 — Other Agency outside
of Civil Service | | | |
-

Q. 4. *What is your position and job classification in the Civil Service ?*

Position

Classification

NOTE : Do not write this answer on answer sheet.

Q. 5. *What language or languages did you speak at home when you were a child ?*

- | | | | |
|---------------------|-------------------------|----------------------|--------------------|
| 1 — French only | 2 — English only | 3 — French & English | 4 — French & other |
| 5 — English & other | 6 — Other language only | | |

NOTE : Write here which other language, if applicable.

Other language

Q. 6. *What language or languages do you speak in your home now ?*

- | | | | |
|---------------------|-------------------------|----------------------|--------------------|
| 1 — French only | 2 — English only | 3 — French & English | 4 — French & other |
| 5 — English & other | 6 — Other language only | | |

NOTE : Write here which other language, if applicable.

Other language

Q. 7. *How well do you speak French right now ?*

- | | | | |
|------------------------------------|---|--|-----------------------------|
| 1 — I know hardly a word of French | 2 — I know a few French words and phrases, but I don't really speak French at all | 3 — I speak a little French, but not enough to carry on a complete conversation. | 4 — I speak French fluently |
|------------------------------------|---|--|-----------------------------|

If you have answered "4 — I speak French fluently" to Q. 7, please go to Q. 17, otherwise please answer Q. 8 and read instructions after Q. 8.

Q. 8. *Since leaving school, have you ever taken a course or received instruction in French, or have you ever tried to study French strictly on your own ?*

- | | |
|---------|--------|
| 1 — Yes | 2 — No |
|---------|--------|

If you have answered "1 — Yes" to Q. 8, please answer Q. 9 and Q. 10, otherwise go to Q. 11.

Q. 9. *How recently was it that you last engaged in these studies ?*

- | | | | |
|------------------------------------|-----------------------------------|--------------------------|-----------------------------|
| 1 — I am currently engaged in them | 2 — I did so within the past year | 3 — One to two years ago | 4 — Three to five years ago |
| 5 — More than five years ago | | | |

Q. 10. *What was the nature of these studies ?*

- | | | | |
|-------------------------------|--|---|-----------|
| 1 — A formal course at school | 2 — Private lessons from an instructor | 3 — Individual study strictly on my own | 4 — Other |
|-------------------------------|--|---|-----------|

NOTE : If you have answered "4 — Other", please explain :

Q. 11. *If you were able to speak French fluently, how often do you think you would be able to use it when speaking with your supervisor or with other superiors?*

- | | | | |
|------------|---|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not apply to me | | |
-

Q. 12. *If you were able to speak French fluently, how often do you think you would be able to use it when speaking with your co-workers?*

- | | | | |
|------------|---|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not apply to me | | |
-

Q. 13. *If you were able to speak French fluently, how often do you think you would be able to use it when speaking with people you supervise, or with other subordinates?*

- | | | | |
|------------|---|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not apply to me | | |
-

Q. 14. *If you were able to speak French fluently, how often do you think you would be able to use it when speaking with members of the general public?*

- | | | | |
|------------|---|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not apply to me | | |
-

Q. 15. *If you were able to speak French fluently, how often do you think you would be able to use it when sending letters, memoranda or other written communications to people at work?*

- | | | | |
|------------|---|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not apply to me | | |
-

Q. 16. *If you were able to speak French fluently, how often do you think you would be able to use it when sending letters or other written communications to members of the general public?*

- | | | | |
|------------|---|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not apply to me | | |
-

Those who have answered "4— I speak French fluently" to Q. 7, please answer Q. 17 and others, otherwise go to Q. 23.

Q. 17. *How often do you use the French language when speaking with your supervisor or with other superiors ?*

- | | | | |
|------------|--|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not
apply to me | | |
-

Q. 18. *How often do you use the French language when speaking with your co-workers ?*

- | | | | |
|------------|--|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not
apply to me | | |
-

Q. 19. *How often do you use the French language when speaking with people you supervise, or with other subordinates ?*

- | | | | |
|------------|--|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not
apply to me | | |
-

Q. 20. *How often do you use the French language when speaking with members of the general public ?*

- | | | | |
|------------|--|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not
apply to me | | |
-

Q. 21 *How often do you use the French language when sending letters, memoranda or other written communications to your co-workers ?*

- | | | | |
|------------|--|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not
apply to me | | |
-

Q. 22. *How often do you use the French language when sending letters or other written communications to members of the general public ?*

- | | | | |
|------------|--|-------------------------|----------------------|
| 1 — Never | 2 — Occasionally | 3 — About half the time | 4 — Most of the time |
| 5 — Always | 6 — This situation does not
apply to me | | |
-

Q. 23. *Where did you get the largest part of your schooling before age of seventeen ? (Indicate one place only).*

- | | | | |
|--------------------|----------------------|--------------------------|--------------------|
| 1 — New Brunswick | 2 — British Columbia | 3 — Manitoba | 4 — Newfoundland |
| 5 — Nova Scotia | 6 — Ontario | 7 — Prince Edward Island | 8 — Quebec |
| 9 — Saskatchewan | 10 — Alberta | 11 — Great Britain | 12 — United States |
| 13 — Other country | | | |
-

If you have answered "1 — New Brunswick" to Q. 23, please answer Q. 24 and read instructions after Q. 24, otherwise go to Q. 26.

Q. 24. *Where did you get the largest part of your schooling in New Brunswick until the age of seventeen? (Indicate one place only).*

- | | | | |
|-----------------|-----------------|----------------------------|---------------|
| 1 — Bathurst | 2 — Campbellton | 3 — Chatham & Newcastle | 4 — Edmunston |
| 5 — Fredericton | 6 — Moncton | 7 — Saint John & Lancaster | 8 — Elsewhere |
-

If you have answered "8 — Elsewhere" to Q. 24, please answer Q. 25, otherwise go to Q. 26.

Q. 25. *In what County of New Brunswick did you get the largest part of your schooling until the age of seventeen? (Indicate one place only).*

- | | | | |
|----------------|-----------------|--------------------|---------------|
| 1 — Gloucester | 2 — Restigouche | 3 — Northumberland | 4 — Madawaska |
| 5 — York | 6 — Westmorland | 7 — Saint John | 8 — Albert |
| 9 — Carleton | 10 — Charlotte | 11 — Kent | 12 — King's |
| 13 — Queens | 14 — Sunbury | 15 — Victoria | |
-

Q. 26. *Which language was used more than any other in the elementary schools you attended? (If you have not attended elementary school, answer 4).*

- | | | | |
|-------------|------------|-----------|---|
| 1 — English | 2 — French | 3 — Other | 4 — I have not attended elementary school |
|-------------|------------|-----------|---|
-

Q. 27. *Which language was used more than any other in the high schools you attended (or during the first four years of classical course)? (If you have not attended high school, answer 4).*

- | | | | |
|-------------|------------|-----------|-------------------------------------|
| 1 — English | 2 — French | 3 — Other | 4 — I have not attended high school |
|-------------|------------|-----------|-------------------------------------|
-

Q. 28. *When language was used more than any other in the Universities or Colleges you attended? (If you have not attended College or University, answer 4).*

- | | | | |
|-------------|------------|-----------|---|
| 1 — English | 2 — French | 3 — Other | 4 — I have not attended University or College |
|-------------|------------|-----------|---|
-

Q. 29. *What grade in school or year in University did you complete ?*

- | | | | |
|---|--|--|--|
| 1 — Below Grade Five | 2 — Grade Six | 3 — Grade Seven | 4 — Grade Eight |
| 5 — Grade Nine | 6 — Grade Ten | 7 — Grade Eleven | 8 — Grade Twelve or Thirteen (Matriculation) |
| 9 — First year of University (freshman) | 10 — Second year of University (Sophomore) | 11 — Third year of University (Junior) | 12 — Fourth year of University (B.A. or B.Sc.) |
| 13 — Postgraduate Studies | | | |
-

Q. 30. *To what group did you or your ancestor on your Father's side belong on coming to this continent ?*

- | | | | |
|-----------|------------------|--------------|------------|
| 1 — Dutch | 2 — English | 3 — French | 4 — German |
| 5 — Irish | 6 — Scandinavian | 7 — Scottish | 8 — Welsh |
| 9 — Other | | | |

NOTE : If you have answered "9 —Other" specify :

Q. 31. *What is your sex ?*

- | | |
|----------|------------|
| 1 — Male | 2 — Female |
|----------|------------|
-

Q. 32. *What is your age ?*

- | | | | |
|------------------------|--------------------------------|-------------------------------|------------------------------|
| 1 — Under twenty-five | 2 — Twenty-five to thirty-four | 3 — Thirty-five to forty-four | 4 — Forty-five to fifty-four |
| 5 — Fifty-five or over | | | |
-

Q. 33. *In what annual salary bracket does your position and job classification put you ?*

- | | | | |
|------------------------|----------------------|----------------------|----------------------|
| 1 — \$999 and less | 2 — \$1000-1999 | 3 — \$2000-2999 | 4 — \$3000-3999 |
| 5 — \$4000-4999 | 6 — \$5000-5999 | 7 — \$6000-6999 | 8 — \$7000-7999 |
| 9 — \$8000-8999 | 10 — \$9000-9999 | 11 — \$10,000-10,999 | 12 — \$11,000-11,999 |
| 13 — \$12,000-12,999 | 14 — \$13,000-13,999 | 15 — \$14,000-14,999 | 16 — \$15,000-15,999 |
| 17 — \$16,000-16,999 | 18 — \$17,000-17,999 | 19 — \$18,000-18,999 | 20 — \$19,000-19,999 |
| 21 — \$20,000 and more | | | |
-

THANK YOU

007426

NOTE

Ce questionnaire est identique en français et en anglais. Cependant nous aimerions savoir si les personnes de langue française ont l'occasion d'utiliser la langue française au travail. Nous demandons par conséquent aux personnes de langue française de lire la lettre qui précède ce questionnaire, de répondre aux questions 1 à 33 comme toutes les autres personnes et ensuite de répondre aux questions 34 à 39 sur la feuille supplémentaire attachée, de la même façon qu'elles auront répondu aux questions 1 à 33. C'est-à-dire en inscrivant toujours leurs réponses deux fois: une fois sur le questionnaire, une fois sur la feuille de réponses. Ainsi donc ces personnes répondent à 39 questions dans le questionnaire et la feuille supplémentaire attachée, lesquelles réponses sont aussi inscrites sur les 39 premières lignes de la feuille de réponses.

QUESTIONNAIRE SUR L'UTILISATION DES DEUX LANGUES
(L'ANGLAIS ET LE FRANÇAIS)
DANS LE SERVICE CIVIL DU NOUVEAU-BRUNSWICK

Monsieur, Madame ou Mademoiselle,

Vous trouverez ci-joint un questionnaire sur l'utilisation des deux langues (l'anglais et le français) dans le service civil du Nouveau-Brunswick.

Une fois remplis, ces questionnaires me permettront de dresser un tableau d'ensemble, sur l'usage respectif des deux langues. Ils me permettront également de faire une analyse comparée de l'emploi de nos deux langues dans les différents ministères, et de déterminer leur répartition en fonction des niveaux administratifs, ainsi que des diverses régions géographiques de la province.

Permettez-moi de souligner que votre collaboration est indispensable à l'élaboration de cette analyse. C'est pourquoi *je vous prie instamment de remplir ce formulaire sans tarder. Il vous faudra environ 10 minutes pour y répondre.*

Le Premier Ministre, l'honorable Louis J. Robichaud m'a autorisé à mener cette enquête, à laquelle la Commission du Service Civil, et les représentants de l'Association du Service Civil du Nouveau-Brunswick, Inc., ont promis d'apporter leur collaboration.

Comme vous pouvez le constater, je vous envoie deux questionnaires, l'un en anglais et l'autre en français. *Veuillez remplir celui dont la langue vous est la plus familière.*

Dans la mesure du possible, *veuillez bien remplir le formulaire et la feuille de réponses dès sa réception.* Celui qui vous a transmis et ramassera le questionnaire et la feuille de réponses se fera un plaisir de vous aider le cas échéant.

La feuille de réponses accompagne le questionnaire. Veuillez remplir le questionnaire *et* la feuille de réponses (vos réponses sont inscrites *deux fois*) tel qu'expliqué sur la *feuille suivante par un exemple.* Sur le questionnaire vous répondez en *écrivant un cercle* autour du numéro de votre réponse. Sur la feuille de réponses vous remplissez avec un crayon noir pas trop aiguisé et assez doux l'espace entre les deux traits pointillés ayant le numéro de votre réponse, sur la ligne dont le numéro est le même que le numéro de la question. Sur le questionnaire veuillez suivre attentivement les instructions entre les questions, lorsqu'il y en a. Ne jamais mettre plus qu'une réponse à une question.

Ces questionnaires, qui seront utilisés à des fins statistiques, ne requièrent pas de signatures. *Ils resteront anonymes.*

En vous remerciant d'avance de votre collaboration, je vous prie d'agréer, Monsieur, Madame ou Mademoiselle, l'expression de mes sentiments les plus distingués.



HUGH G. THORBURN,
Professeur Associé de
Sciences Politiques,
Université Queen's.

Avant de commencer à répondre aux questions veuillez lire attentivement l'exemple qui suit :

EXEMPLE

Questionnaire

Q. 15. *Si vous parliez anglais couramment combien de fois croyez-vous que vous auriez l'occasion de vous en servir dans vos conversations avec le public en général ?*

1 — Jamais

2 — De temps en temps

3 — Environ la moitié du temps

④ — La plupart du temps

5 — Toujours

6 — Cette situation ne s'applique pas à moi

Numéro de la question

Cercle autour du numéro de la réponse

Feuille de réponses

15 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20

Numéro de la question

Numéro de la réponse

Espace rempli correspondant au numéro de la réponse

NOTE :

Si on ne répond pas à la question sur la feuille de réponses mais sur le questionnaire seulement, passer la ligne correspondante sur la feuille de réponse.

Q. 1. A quel endroit travaillez-vous ?

- | | | | |
|--|--|---|---|
| 1 — Bathurst | 2 — Campbellton | 3 — Edmunston | 4 — Fredericton |
| 5 — Moncton | 6 — Saint John & Lancaster | 7 — Comté de Gloucester
(sauf Bathurst) | 8 — Comté de Restigouche
(sauf Campbellton) |
| 9 — Comté de Madawaska
(sauf Edmunston) | 10 — Comté de York
(sauf Fredericton) | 11 — Comté de Westmorland
(sauf Moncton) | 12 — Comté de Saint John
(sauf Saint John et
Lancaster) |
| 13 — Comté d'Albert | 14 — Comté de Carleton | 15 — Comté de Charlotte | 16 — Comté de Kent |
| 17 — Comté de King | 18 — Comtés de Sunbury
et Queen | 19 — Comté de
Northumberland | 20 — Comté de Victoria |
-

Q. 2. Pendant combien d'années avez-vous travaillé pour le Service Civil ou une agence du Nouveau-Brunswick ?

- | | | | |
|-----------------------------|---------------------------|---------------------------|------------------------|
| 1 — Un à deux ans | 2 — Trois à quatre ans | 3 — Cinq à six ans | 4 — Sept à huit ans |
| 5 — Neuf à dix ans | 6 — Onze à douze ans | 7 — Treize à quatorze ans | 8 — Quinze à seize ans |
| 9 — Dix-sept à dix-huit ans | 10 — Dix-neuf ans ou plus | | |
-

Q. 3. Dans quel ministère travaillez-vous ?

- | | | | |
|---|-----------------------|----------------------------|---------------------------------------|
| 1 — Agriculture | 2 — Procureur général | 3 — Commission Serv. Civil | 4 — Education |
| 5 — Finance-Industrie | 6 — Pêcheries | 7 — Santé | 8 — Travail |
| 9 — Terres et Mines | 10 — Régie Alcools | 11 — Affaires municipales | 12 — Bur. Premier Ministre |
| 13 — Secrétariat Provincial | 14 — Travaux publics | 15 — Jeunesse - Bien-Etre | 16 — Commission Energie
Electrique |
| 17 — Autre agence en dehors
du Service Civil | | | |
-

Q. 4. Quel est votre poste et comment le classifie-t-on dans le Service Civil ?

Poste

Classification

NOTE : Ne pas inscrire cette réponse sur la feuille de réponses.

Q. 5. *Quelle langue (ou langues) parliez-vous à la maison quand vous étiez enfant ?*

- 1 — Français seulement 2 — Anglais seulement 3 — Français et anglais 4 — Français et autre langue
5 — Anglais et autre langue 6 — Autre langue seulement

NOTE : *Ecrire ici quelle est cette autre langue s'il y a lieu.*

Autre langue :

Q. 6. *Quelle langue (ou langues) parlez-vous à la maison maintenant ?*

- 1 — Français seulement 2 — Anglais seulement 3 — Français et anglais 4 — Français et autre langue
5 — Anglais et autre langue 6 — Autre langue seulement

NOTE : *Ecrire ici quelle est cette autre langue s'il y a lieu.*

Autre langue :

Q. 7. *Quelle est actuellement votre connaissance de l'anglais ?*

- 1 — Je connais à peine quelques mots 2 — Je connais quelques mots mais vraiment je ne parle pas anglais 3 — Je parle un peu mais pas suffisamment pour une conversation 4 — Je parle couramment l'anglais

Si vous avez répondu "4 — Je parle couramment l'anglais" à la Q. 7, allez à la Q. 17 et suivantes, sinon veuillez répondre à la Q. 8 et suivre les instructions après la Q. 8.

Q. 8. *Après avoir quitté l'école avez-vous jamais suivi un cours ou pris des leçons d'anglais, ou essayé d'apprendre l'anglais par vous-même ?*

- 1 — Oui 2 — Non

Si vous avez répondu "1 — Oui" à la Q. 8, veuillez répondre aux Q. 9 et Q. 10, sinon allez à la Q. 11.

Q. 9. *A quel moment avez-vous entrepris ces études ?*

- 1 — Je les poursuis maintenant 2 — Je les ai faites l'année dernière 3 — Il y a un à deux ans 4 — Il y a trois à cinq ans
5 — Il y a plus de cinq ans

Q. 10. *Quelle était la nature de ces études ?*

- 1 — Un cours régulier à l'école 2 — Des cours privés d'un professeur 3 — Etudes personnelles 4 — Autre

NOTE : *Si vous avez répondu "4 — Autre" ici veuillez expliquer :*

Q. 11. *Si vous parliez anglais couramment combien de fois croyez-vous que vous auriez l'occasion de vous en servir dans vos conversations avec votre directeur ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 12. *Si vous parliez anglais couramment combien de fois croyez-vous que vous auriez l'occasion de vous en servir dans vos conversations avec vos camarades de travail ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 13. *Si vous parliez anglais couramment combien de fois croyez-vous que vous auriez l'occasion de vous en servir dans vos conversations avec les personnes qui sont sous votre surveillance ou avec d'autres subordonnés ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 14. *Si vous parliez anglais couramment combien de fois croyez-vous que vous auriez l'occasion de vous en servir dans vos conversations avec le public en général ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 15. *Si vous parliez anglais couramment combien de fois croyez-vous que vous auriez l'occasion de vous en servir dans des lettres, mémos ou autres communications à vos camarades de travail ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 16. *Si vous parliez anglais couramment combien de fois croyez-vous que vous auriez l'occasion de vous en servir dans des lettres, mémos ou autres communications aux personnes du grand public ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Ceux qui ont répondu "4 — Je parle couramment l'anglais" à la Q. 7, veuillez répondre à la Q. 17 et suivantes, sinon allez à la Q. 23 et suivantes.

Q. 17. *A peu près combien de fois employez-vous la langue anglaise dans vos conversations avec votre directeur ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 18. *A peu près combien de fois employez-vous la langue anglaise dans vos conversations avec vos camarades de travail ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 19. *A peu près combien de fois employez-vous la langue anglaise dans vos conversations avec les personnes qui sont sous votre surveillance ou avec d'autres subordonnés ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 20. *A peu près combien de fois employez-vous la langue anglaise dans vos conversations avec le public en général ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 21. *A peu près combien de fois employez-vous la langue anglaise dans des lettres, mémos ou autres communications à vos camarades de travail ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 22. *A peu près combien de fois employez-vous la langue anglaise dans des lettres, mémos ou autres communications aux personnes du grand public ?*

- | | | | |
|--------------|---|--------------------------------|-------------------------|
| 1 — Jamais | 2 — De temps en temps | 3 — Environ la moitié du temps | 4 — La plupart du temps |
| 5 — Toujours | 6 — Cette situation ne s'applique pas à moi | | |
-

Q. 23. *Jusqu'à l'âge de 17 ans, où avez-vous fait la plus grande partie de vos études ? (N'indiquez qu'un endroit).*

- | | | | |
|-----------------------|--------------------------|---------------------------|-----------------|
| 1 — Nouveau Brunswick | 2 — Colombie Britannique | 3 — Manitoba | 4 — Terre-Neuve |
| 5 — Nouvelle-Ecosse | 6 — Ontario | 7 — Ile du Prince-Edouard | 8 — Québec |
| 9 — Saskatchewan | 10 — Alberta | 11 — Grande-Bretagne | 12 — Etats-Unis |
| 13 — Autres pays | | | |
-

Si vous avez répondu "1 — Nouveau-Brunswick" à la Q. 23, veuillez répondre à la Q. 24 et lire les instructions après la Q. 24, sinon allez à la Q. 26.

Q. 24. Jusqu'à l'âge de 17 ans, à quel endroit au Nouveau-Brunswick avez-vous fait la plus grande partie de vos études ? (N'indiquez qu'un endroit).

- | | | | |
|-----------------|-----------------|----------------------------|---------------|
| 1 — Bathurst | 2 — Campbellton | 3 — Chatham & Newcastle | 4 — Edmunston |
| 5 — Fredericton | 6 — Moncton | 7 — Saint John & Lancaster | 8 — Ailleurs |
-

Si vous avez répondu "8 — Ailleurs" à la Q. 24, veuillez répondre à la Q. 25, sinon allez à la Q. 26.

Q. 25. Jusqu'à l'âge de 17 ans, dans quel comté du Nouveau-Brunswick avez-vous fait la plus grande partie de vos études ? (N'indiquez qu'un endroit).

- | | | | |
|----------------|-----------------|--------------------|---------------|
| 1 — Gloucester | 2 — Restigouche | 3 — Northumberland | 4 — Madawaska |
| 5 — York | 6 — Westmorland | 7 — Saint John | 8 — Albert |
| 9 — Carleton | 10 — Charlotte | 11 — Kent | 12 — King's |
| 13 — Queens | 14 — Sunbury | 15 — Victoria | |
-

Q. 26. Quelle langue était la plus souvent employée à l'école primaire que vous avez fréquentée ? (Si vous n'avez pas fréquenté l'école primaire répondez 4).

- | | | | |
|-------------|--------------|-----------|--|
| 1 — Anglais | 2 — Français | 3 — Autre | 4 — Je n'ai pas fréquenté l'école primaire |
|-------------|--------------|-----------|--|
-

Q. 27. Quelle langue était la plus souvent employée à l'école secondaire (ou durant les quatre premières années du cours classique) que vous avez fréquentée ? (Si vous n'avez pas fréquenté l'école secondaire répondez 4).

- | | | | |
|-------------|--------------|-----------|--|
| 1 — Anglais | 2 — Français | 3 — Autre | 4 — Je n'ai pas fréquenté l'école secondaire |
|-------------|--------------|-----------|--|
-

Q. 28. Quelle langue était la plus souvent employée au collège (belles lettres et plus) ou à l'université ? (Si vous n'avez pas fréquenté le collège ou l'université répondez 4).

- | | | | |
|-------------|--------------|-----------|--|
| 1 — Anglais | 2 — Français | 3 — Autre | 4 — Je n'ai pas fréquenté le collège ni l'Université |
|-------------|--------------|-----------|--|
-

Q. 29. *Quelle année à l'école, au collège ou à l'université avez-vous complétée avant de les quitter ?*

- | | | | |
|---|--|---|---|
| 1 — Moins que la cinquième | 2 — La sixième | 3 — La septième | 4 — La huitième |
| 5 — La neuvième | 6 — La dixième | 7 — La onzième | 8 — La douzième
(immatriculation) |
| 9 — Première Université
(ou Belles Lettres) | 10 — Deuxième Université
(ou Rhétorique) | 11 — Troisième Université
(ou Philo junior) | 12 — Quatrième Université
(B.A., B.Sc.) |
| 13 — Etudes graduées | | | |
-

Q. 30. *A quel groupe appartenait votre ancêtre masculin (ou vous-même) lors de son arrivée sur ce continent ?*

- | | | | |
|----------------------|------------------------|-----------------------|---------------------|
| 1 — Allemand | 2 — Anglais | 3 — Ecossais | 4 — Français |
| 5 — Irlandais | 6 — Néerlandais | 7 — Scandinave | 8 — Autre |

NOTE : Si vous avez répondu "**8** — Autre" indiquez ici lequel

Q. 31. *Quel est votre sexe ?*

- | | |
|------------------|------------------|
| 1 — Homme | 2 — Femme |
|------------------|------------------|
-

Q. 32. *Quel est votre âge ?*

- | | | | |
|--|---|--|---|
| 1 — Moins de vingt-cinq ans | 2 — Vingt-cinq à trente-quatre ans | 3 — Trente-cinq à quarante-quatre ans | 4 — Quarante-cinq à cinquante-quatre ans |
| 5 — Au-dessus de cinquante-cinq ans | | | |
-

Q. 33. *A quel niveau de salaire annuel votre poste et votre classification vous mettent-ils ?*

- | | | | |
|------------------------------|-----------------------------|-----------------------------|-----------------------------|
| 1 — \$999 et moins | 2 — \$1000-1999 | 3 — \$2000-2999 | 4 — \$3000-3999 |
| 5 — \$4000-4999 | 6 — \$5000-5999 | 7 — \$6000-6999 | 8 — \$7000-7999 |
| 9 — \$8000-8999 | 10 — \$9000-9999 | 11 — \$10,000-10,999 | 12 — \$11,000-11,999 |
| 13 — \$12,000-12,999 | 14 — \$13,000-13,999 | 15 — \$14,000-14,999 | 16 — \$15,000-15,999 |
| 17 — \$16,000-16,999 | 18 — \$17,000-17,999 | 19 — \$18,000-18,999 | 20 — \$19,000-19,999 |
| 21 — \$20,000 et plus | | | |
-

MERCI

007426

Q. 34 Combien de fois vous servez-vous du français dans vos conversations avec votre directeur ou d'autres supérieurs?

- | | | |
|-------------------------|-----------------------|---|
| 1 - Jamais | 2 - De temps en temps | 3 - Environ la moitié du temps |
| 4 - La plupart du temps | 5 - Toujours | 6 - Cette situation ne s'applique pas à moi |
-

Q. 35 Combien de fois vous servez-vous du français dans vos conversations avec vos camarades de travail?

- | | | |
|-------------------------|-----------------------|---|
| 1 - Jamais | 2 - De temps en temps | 3 - Environ la moitié du temps |
| 4 - La plupart du temps | 5 - Toujours | 6 - Cette situation ne s'applique pas à moi |
-

Q. 36 Combien de fois vous servez-vous du français avec les personnes qui sont sous votre surveillance ou d'autres subordonnés?

- | | | |
|-------------------------|-----------------------|---|
| 1 - Jamais | 2 - De temps en temps | 3 - Environ la moitié du temps |
| 4 - La plupart du temps | 5 - Toujours | 6 - Cette situation ne s'applique pas à moi |
-

Q. 37 Combien de fois vous servez-vous du français avec le public en général?

- | | | |
|-------------------------|-----------------------|---|
| 1 - Jamais | 2 - De temps en temps | 3 - Environ la moitié du temps |
| 4 - La plupart du temps | 5 - Toujours | 6 - Cette situation ne s'applique pas à moi |

Q. 38 Combien de fois vous servez-vous du français dans les lettres, mémos ou autres communications à vos camarades de travail?

- | | | |
|-------------------------|-----------------------|---|
| 1 - Jamais | 2 - De temps en temps | 3 - Environ la moitié du temps |
| 4 - La plupart du temps | 5 - Toujours | 6 - Cette situation ne s'applique pas à moi |
-

Q. 39 Combien de fois vous servez-vous du français dans les lettres, mémos ou autres communications aux personnes du grand public?

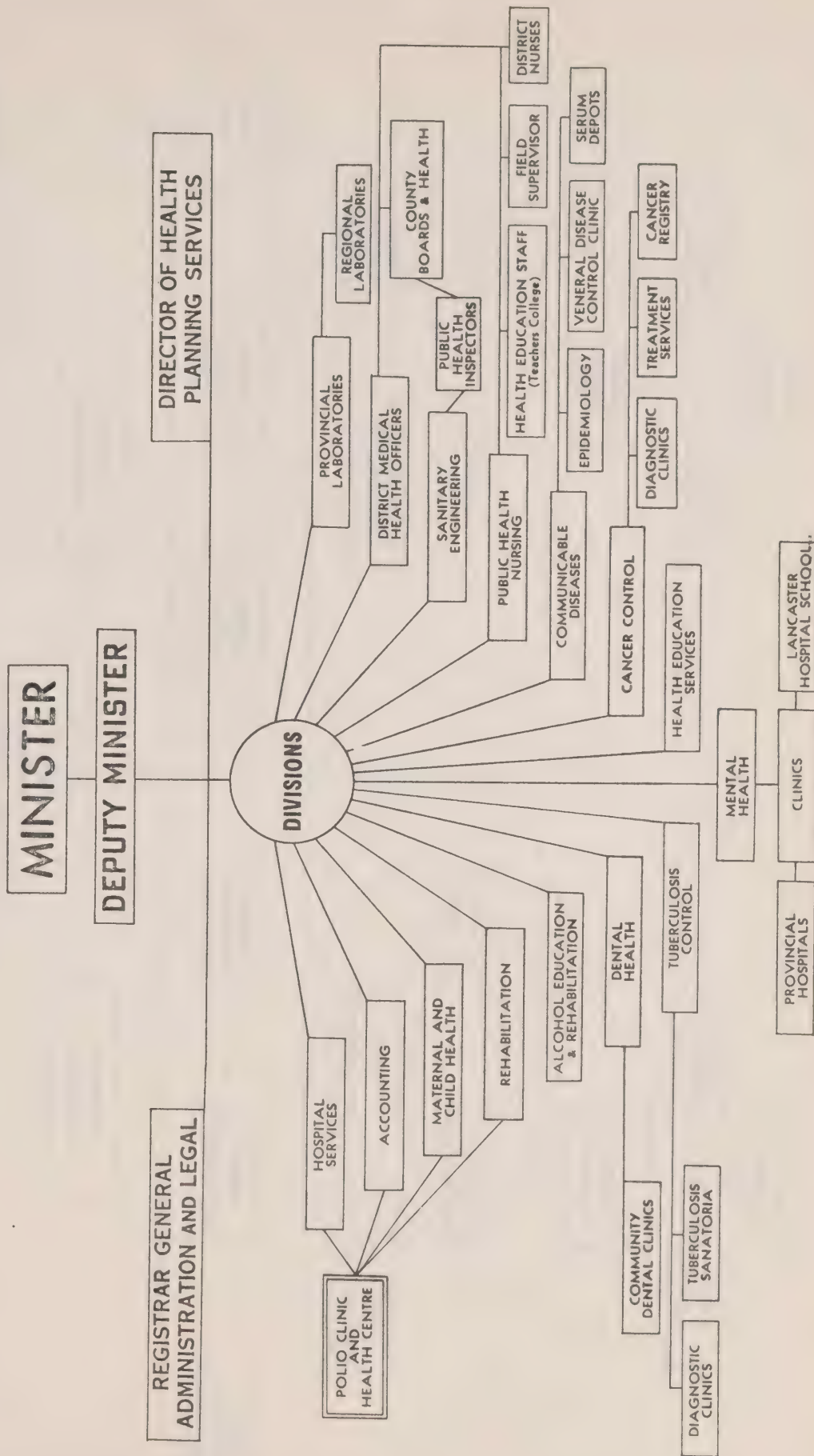
- | | | |
|-------------------------|-----------------------|---|
| 1 - Jamais | 2 - De temps en temps | 3 - Environ la moitié du temps |
| 4 - La plupart du temps | 5 - Toujours | 6 - Cette situation ne s'applique pas à moi |
-

ANSWER SHEET — FEUILLE DE RÉPONSES

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
2																				
3	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
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5	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
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48																				
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50																				

NEW BRUNSWICK DEPARTMENT OF HEALTH

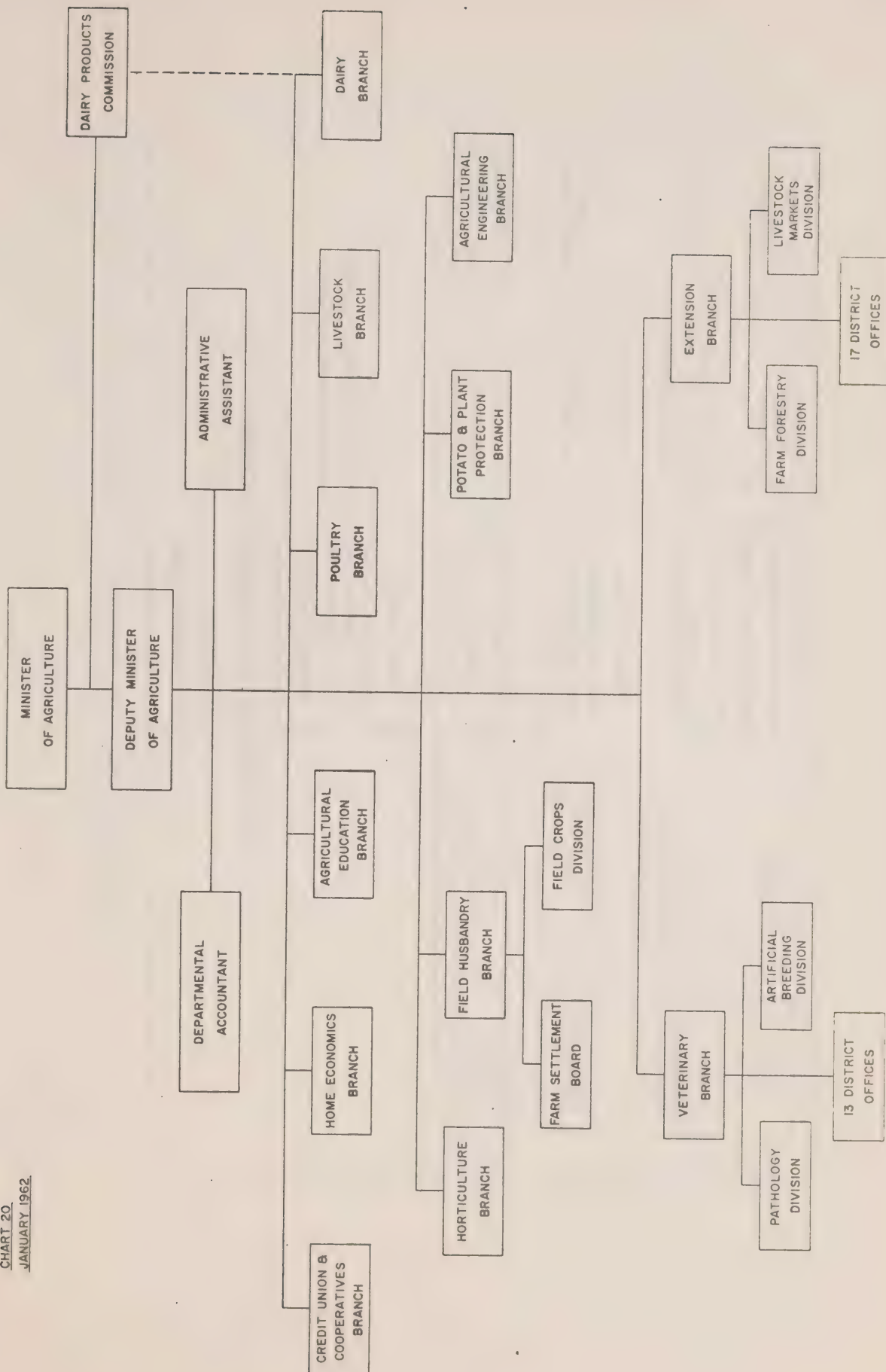
ORGANIZATION CHART



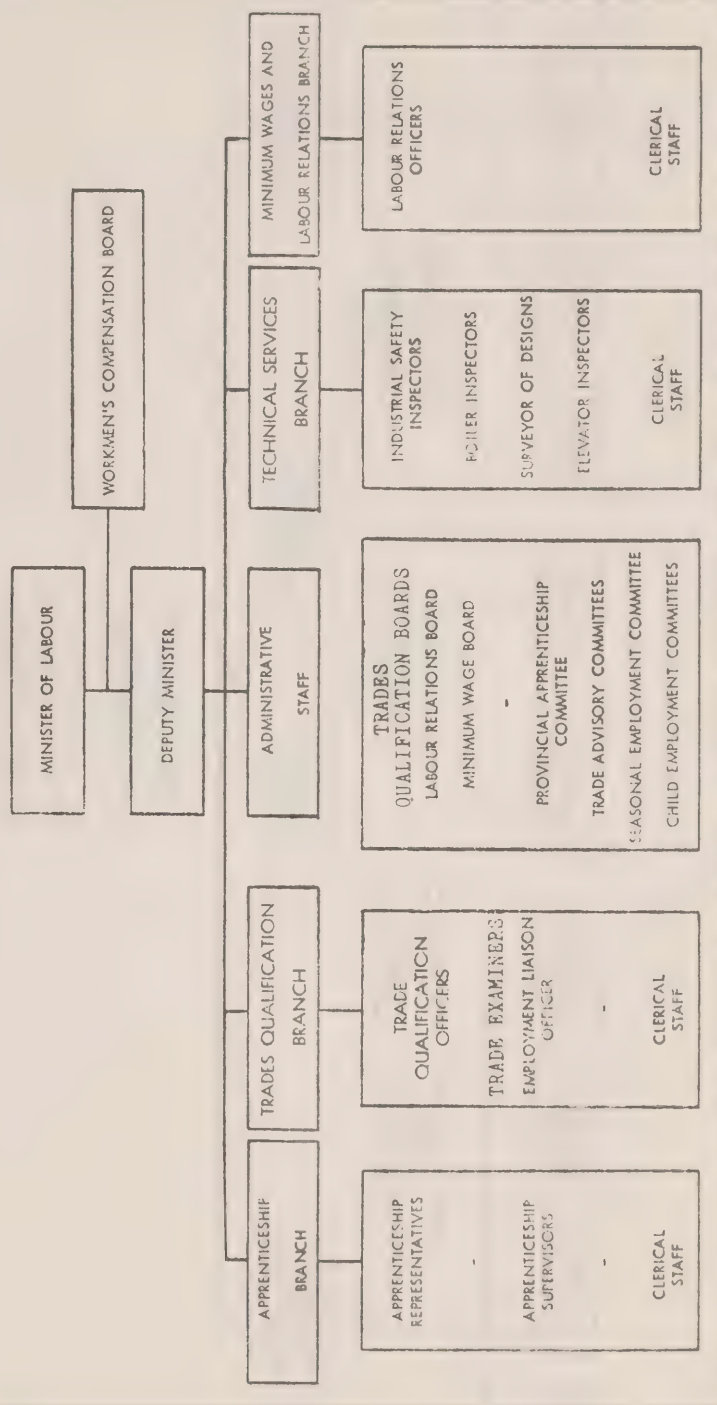
DEPARTMENT OF AGRICULTURE

OVERALL ORGANIZATION

CHART 20
JANUARY 1962

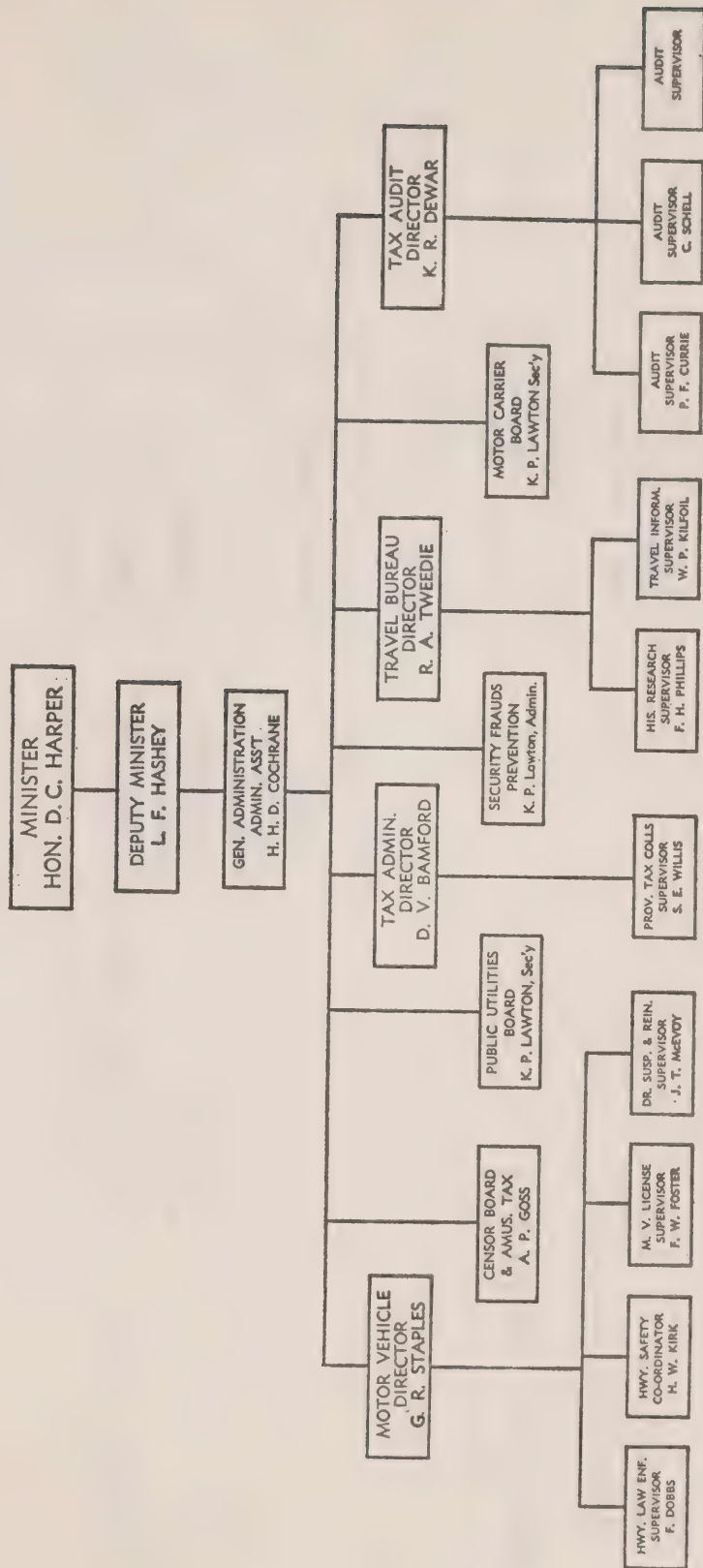


THE ORGANIZATION of the NEW BRUNSWICK DEPARTMENT of LABOUR



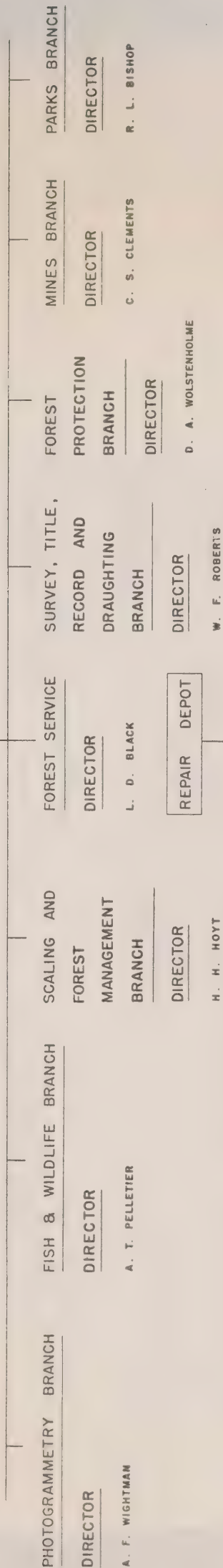
DEPARTMENT OF PROVINCIAL SECRETARY

PROVINCE OF NEW BRUNSWICK



ORGANIZATION CHART — DEPARTMENT OF LANDS AND MINES — NEW BRUNSWICK

MINISTER
THE HON. H. G. CROCKER
DEPUTY MINISTER
K. B. BROWN
ADMINISTRATIVE ASSISTANTS
R. W. GOUGH
H. AALUND
CHIEF ACCOUNTANT
F. S. BAILEY



PERSONNEL OF DEPARTMENT	
1. HEADQUARTERS STAFF	149
2. DISTRICT STAFF	385
TOTAL	534

FIVE FOREST DISTRICTS	
DISTRICT FORESTER	
1. ROSS H. MONTGOMERY	
2. ROBERT H. YOUNG	
3. ALVIN C. FULCHER	
4. J. KELSO ROBINSON	
5. PAUL E. BOUCHER	

TYPICAL	DISTRICT	ORGANIZATION
DISTRICT FORESTER		1
FORESTERS		2
INSPECTOR		1
EXTENSION RANGER		1
RANGERS		9
SENIOR ASST. RANGERS		9
JUNIOR ASST. RANGERS		9
SURVEYOR		1
DIST. MAINTENANCE FOREMAN		1
MECHANIC		1
LINEMAN		1
CLERK		1
CARPENTER		1
FOREST WARDENS		41
TOTAL		78

PROVINCE OF NEW BRUNSWICK
DEPARTMENT OF PUBLIC WORKS
MINISTER OF PUBLIC WORKS
MON. A.T. RICHARD

